Labour Office
Government of Bombay

GENERAL WAGE CENSUS

Part I—Perennial Factories

THIRD REPORT

Report on Wages, Hours of Work and Conditions of Employment in the Textile Industries (Cotton, Silk, Wool and Hosiery) in the Bombay Presidency (excluding Sind) May 1934

Prepared by the Labour Office, Government of Bombay

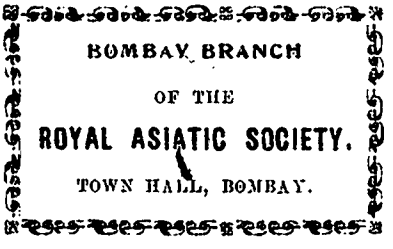
00108816

LIBRARY OF THE ROYAL ASIATIC SOCIETY

BOMBAY
PRINTED AT THE GOVERNMENT CENTRAL PRESS
1937

Obtainable from the Superintendent, Government Printing and Stationery, Bombay, or through the High Commissioner for India, India House, Aldwych, London, W.C.2, or through any recognised Bookseller

[Price—Annas 12 or 1s. 3d.]



Digitized with financial assistance from
Government of Maharashtra
on 01 February, 2020

Labour Office
Government of Bombay

GENERAL WAGE CENSUS

Part I—Perennial Factories

THIRD REPORT

108816

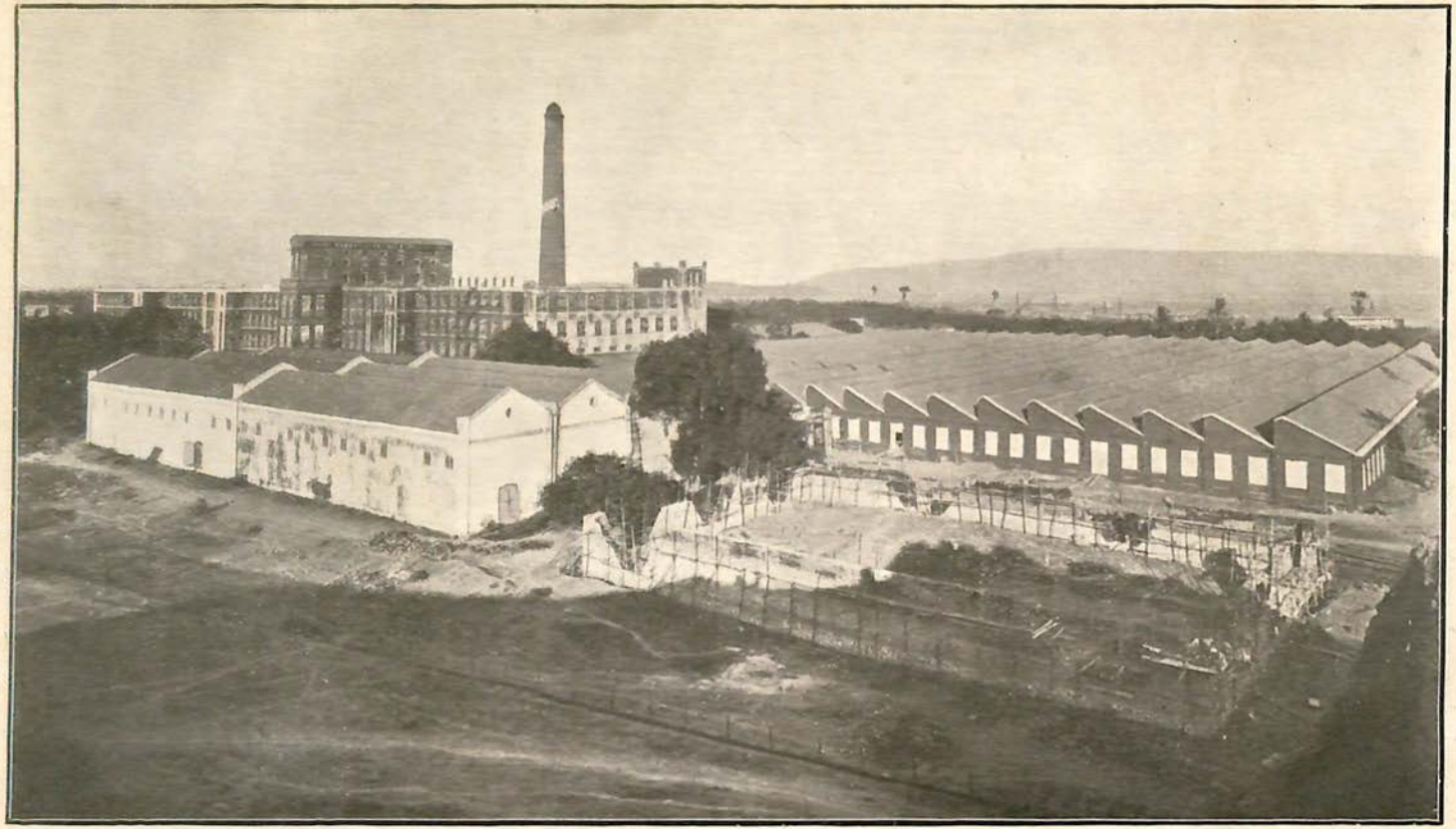
Report on Wages, Hours of Work and Conditions of Employment in the Textile Industries (Cotton, Silk, Wool and Hosiery) in the Bombay Presidency (excluding Sind) May 1934

Prepared by the Labour Office, Government of Bombay

00108816



BOMBAY
PRINTED AT THE GOVERNMENT CENTRAL PRESS
1937



A GENERAL VIEW OF THE SPRING MILL, BOMBAY.

[*Frontispiece.*

PREFATORY NOTE.

This is the third of the reports prepared as the result of the General Wage Census covering all perennial factories in the Bombay Presidency Proper undertaken by the Labour Office in 1934. The reasons which impelled the Government of Bombay to undertake this census and the manner in which it was conducted are fully set out in the introduction to the first of the series of these reports which dealt with the engineering industry. Briefly it may be stated that the census was conducted on the basis of the muster rolls of every working perennial factory in the Presidency and the earnings of every worker in those factories formed the data from which tabulations were made. Altogether over seven hundred factories came within the scope of the enquiry. The information was collected on special coloured forms dealing separately with men, women and children; time and piece workers; and monthly, fortnightly or weekly paid workpeople. Two typical forms together with the instructions which were printed at the back of every form have been reproduced in Appendix A at pages 235 to 238 of this report. A great deal of information of a miscellaneous character covering all phases of hours of work, conditions of employment, and the welfare work undertaken in each factory was collected in a special questionnaire a copy of which is reproduced in Appendix B at pages 239 to 245. All the information received in these questionnaires has been incorporated in each of this series of reports.

Perhaps the most difficult of all the various phases of work undertaken by the Labour Office in connexion with the census was the attempt to secure the universal use, by all units, of the correct terms for designating different occupations. The experience of an enquiry undertaken by the Labour Office in 1926 into wages in selected cotton textile mills in the Cities of Bombay, Ahmedabad and Sholapur had shown that many units, particularly in Ahmedabad and in the Districts, adopt a variety of vernacular and local names for different occupations; and over a thousand different terms had been used for designating about a hundred and fifty odd occupations. It was necessary therefore to draw up standard lists of occupations for each industry with the assistance of technical experts in the industries concerned. The staff of the Labour Office received great assistance from Mr. F. Stones, O.B.E., M.L.C., of Messrs. E. D. Sassoon & Co., Ltd., Mr. T. Maloney, M.C.,

Secretary of the Millowners' Association, Bombay, and Mr. Ben Marsden of the Marsden Mills, Ahmedabad, in the preparation of the lists of occupations for the cotton section of the textile industries. Mr. P. D. Master, Manager of the Sassoon Alliance and Silk Mills; Mr. A. Staynes, Manager of the Raymond Woollen Mills at Thana; and Mr. G. B. Phadke, Manager of the Bombay Hosiery Works, rendered great help in the preparation of similar lists for the silk, woollen and hosiery sections of the textile industries. Outside the occupations peculiar to each industry, there are, in all factories, occupations which are common to all, particularly those concerned with what may be called the engineering side of factory organisation. Instead of repeating all such common occupations in the lists for the different industries, they were included once for all in the list for the Engineering and Metal Trades, etc. Those sections of the standard lists of occupations which relate to the engineering and the textile industries, together with a copy of the notes and instructions on the use of these lists, are reproduced in Appendix C at pages 246 to 254 of this report.

For the purposes of the census, the Presidency was divided into ten areas. These were the Cities of Bombay, Ahmedabad and Sholapur; the Bombay Suburban, Thana, Kolaba and Ratnagiri districts; Surat and Broach districts; Panch Mahals, Kaira and Ahmedabad (excluding Ahmedabad City) districts; East and West Khandesh districts; Poona, Nasik and Ahmednagar districts; Sholapur (excluding Sholapur City) and Satara districts; and the Belgaum, Bijapur, Dharwar and Kanara districts. Not all these areas, however, contain units of every industry coming within the scope of the census and the textile silk, woollen and hosiery industry are examples of this. But like engineering, the textile cotton industry had one or more units in each of the ten census areas.

As regards field work, the same method was followed in the case of textile establishments as in the engineering, printing and other industries, namely, one or more visits to every factory, by Mr. N. A. Mehrban, Assistant Commissioner of Labour, and Mr. R. G. Gokhale, Statistical Superintendent of the Labour Office, in order to explain the idea of the census and to explain to factory clerical staffs the methods to be used in making the required returns and, later, to ensure the correct filling up of the forms. As far as the latter part of the work was concerned, Mr. A. S. Iyengar, Labour Officer at Ahmedabad, was responsible for the accuracy of the returns from all factories in Ahmedabad City.

The cotton textile industry in the Bombay Presidency had to bear the brunt of two big enquiries conducted by the Labour Office in the year 1934 : Firstly, the Departmental Enquiry ordered by the Government of Bombay into the question of wage cuts and unemployment in the industry ; and secondly, the General Wage Census. The staffs at all textile mills and factories were unsparing in their efforts to give the staff of the Labour Office all the assistance and the help which were required and we are deeply indebted to them for their kind co-operation. Our special thanks, however, are due to the timekeepers and clerical staffs of all mills and factories for the care and attention they gave to the filling up of the forms and the readiness with which they responded to our many demands upon their time and patience.

J. F. GENNINGS,
Commissioner of Labour.

TABLE OF CONTENTS.

INTRODUCTION.

	Page.
Types of Factories and Numbers of Workers in the Textile Industries	2

SECTION I.

Textiles—Cotton.

CHAPTER I.

Labour in the Cotton Textile Industry.

The Scope of the Section	9
Numbers of Factories and Workers in the Industry	9
Number of Workers Returned in the Census Forms	12
Recruitment of Labour	15
Labour Turnover and Substitute Labour	17
Occupational Distribution in the Industry	22

CHAPTER II.

Payment of Wages.

Principles of Wage Fixation	23
Allowances	27
Bonuses	31
Overtime	34
Pay Periods and Waiting Periods	35
Advances	42
Methods of Wage Calculation	43
Unauthorised Absence	45
Late Attendance	46
Disciplinary Rules	47
Extent of Fining	48
Damaged Material	50
Sickness and Mutual Benefit Schemes	52
Provident Funds	52
Pensions and Retirement Gratuities	53
Co-operative Credit Societies	54

CHAPTER III.

Shifts, Hours of Work and Leave.

Number of Shifts	55
Hours of Work	56
Rest Intervals and Weekly Holiday	58
Leave	59

CHAPTER IV.

Welfare Work in the Cotton Textile Industry.

	PAGE.
HOUSING	61
REST SHELTERS, TIFFIN ROOMS AND CANTEENS	64
Bombay City	65
Ahmedabad City	65
Sholapur City	66
Areas other than Bombay, Ahmedabad and Sholapur	66
MEDICAL AID	66
CRECHES	67
VOCATIONAL TRAINING	69
WORKERS' EDUCATION	69
EDUCATION OF WORKERS' CHILDREN	69
RECREATION	70

CHAPTER V.

Rates of Wages.

CHANGES IN WAGE RATES 1914 TO 1936	71
Bombay City	72
Ahmedabad City	73
Sholapur City	74
The Bombay Suburban, Thana, Kolaba and Ratnagiri Area ..	74
The Remaining Areas	74
PREVALENT RATES	75

CHAPTER VI.

Earnings and Attendance.

MEANINGS OF THE TERMS "EARNINGS" AND "AVERAGE"	80
EFFECT OF WAGE REDUCTIONS ON THE CENSUS RESULTS	82
SUBORDINATE SUPERVISORY OCCUPATIONS	86
BLOW ROOM	89
CARD ROOM	91
DRAWING DEPARTMENT	93
FRAME DEPARTMENT	96
RING SPINNING DEPARTMENT	100
MULE SPINNING DEPARTMENT	104
REELING DEPARTMENT	105
WINDING DEPARTMENT	106
WARPING DEPARTMENT	109
DRAWING-IN DEPARTMENT	110
SIZING DEPARTMENT	112
THE WEAVING SHED	113
CALENDARING DEPARTMENT	117
CLOTH FOLDING DEPARTMENT	118
OTHER PROCESS DEPARTMENTS	120
OCCUPATIONS COMMON TO ALL FACTORIES	121
FITTERS AND MACHINISTS	124
SOME GENERAL MISCELLANEOUS OCCUPATIONS	125
IMPORTANT UNSKILLED OCCUPATIONS	125
WATCH AND WARD DEPARTMENT	127
FREQUENCIES OF EARNINGS	128
GENERAL AVERAGES FOR ALL OCCUPATIONS	128
ATTENDANCE AND ABSENTEEISM	136

TABLES.

	PAGE.
TABLE No. I.—Occupational Distribution of Process Operatives in the Cotton Textile Industry in the Bombay Presidency ..	145
TABLE No. II.—Average Earnings and Attendance in the Textile Cotton Industry in the Bombay City Area	149
TABLE No. III.—Average Earnings and Attendance in the Textile Cotton Industry in the Bombay Suburban, Thana, Kolaba and Ratnagiri Area	156
TABLE No. IV.—Average Earnings and Attendance in the Textile Cotton Industry in the Ahmedabad City Area	160
TABLE No. V.—Average Earnings and Attendance in the Textile Cotton Industry in the Ahmedabad, Kaira and Panch Mahals Area	166
TABLE No. VI.—Average Earnings and Attendance in the Textile Cotton Industry in the Broach and Surat Area	170
TABLE No. VII.—Average Earnings and Attendance in the Textile Cotton Industry in the East and West Khandesh Area ..	173
TABLE No. VIII.—Average Earnings and Attendance in the Textile Cotton Industry in the Poona, Nasik and Ahmednagar Area ..	177
TABLE No. IX.—Average Earnings and Attendance in the Textile Cotton Industry in the Sholapur City Area	179
TABLE No. X.—Average Earnings and Attendance in the Textile Cotton Industry in the Sholapur and Satara Area	184
TABLE No. XI.—Average Earnings and Attendance in the Textile Cotton Industry in the Belgaum, Dharwar, Bijapur and Kanara Area	187

SECTION II.

Textiles—Silk..

Labour in the Silk Industry.

NUMBER OF FACTORIES AND WORKERS	193
RECRUITMENT OF LABOUR	194
LABOUR TURNOVER	194

Conditions of Employment.

PRINCIPLES OF WAGE FIXATION	194
BONUSES	194
OVERTIME	195
PAY AND WAITING PERIODS	195
METHODS OF WAGE CALCULATION	195
DISCIPLINE	195
FINANCIAL AID	196
SHIFTS, HOURS OF WORK AND LEAVE	196

Welfare Work.

HOUSING AND REST AND TIFFIN ROOMS	197
MEDICAL AID	197
EDUCATION AND RECREATION	198
CHANGES IN WAGE RATES	198
EARNINGS AND ATTENDANCE	199

TABLES.

PAGE.

TABLE No. I.—Occupational Distribution of Process Workers in the Silk Textile Industry in the Bombay Presidency .. 201

TABLE No. II.—Average Earnings and Attendance in the Textile Silk Industry in the Bombay City Area 203

TABLE No. III.—Average Earnings and Attendance in the Textile Silk Industry in the Ahmedabad City Area 205

TABLE No. IV.—Average Earnings and Attendance in the Textile Silk Industry in the Broach and Surat Area 205

SECTION III.

Textiles—Wool.

LABOUR IN THE INDUSTRY 209

PAYMENT OF WAGES AND CONDITIONS OF EMPLOYMENT 209

SHIFTS, HOURS OF WORK AND LEAVE 210

WELFARE WORK 210

RATES OF WAGES, EARNINGS AND ATTENDANCE 211

TABLES.

TABLE No. I.—Occupational Distribution of Process Workers in the Textile Woollen Industry in the Bombay Presidency .. 214

TABLE No. II.—Average Earnings and Attendance in the Textile Woollen Industry in the Bombay City Area 216

TABLE No. III.—Average Earnings and Attendance in the Textile Woollen Industry in the Bombay Suburban, Thana, Kolaba and Ratnagiri Area 218

SECTION IV.

Textiles—Hosiery.

LABOUR IN THE INDUSTRY 223

PAYMENT OF WAGES AND CONDITIONS OF EMPLOYMENT 223

SHIFTS, HOURS OF WORK AND LEAVE 224

WELFARE WORK 225

RATES OF WAGES, EARNINGS AND ATTENDANCE 225

TABLES.

TABLE No. I.—Occupational Distribution of Process Workers in the Textile Hosiery Industry in the Bombay Presidency .. 229

TABLE No. II.—Average Earnings and Attendance in the Textile Hosiery Industry in the Bombay City Area 230

TABLE No. III.—Average Earnings and Attendance in the Textile Hosiery Industry in the Bombay Suburban Area 231

TABLE No. IV.—Average Earnings and Attendance in the Textile Hosiery Industry in the Ahmedabad City Area 232

PAGE.

GENERAL APPENDIX.

APPENDIX A.—The Forms used for the General Wage Census .. 235

APPENDIX B.—The General Questionnaire issued to all Factories in connection with the General Wage Census 239

APPENDIX C.—The Standard List of Occupations for Engineering and Metal Trades including Electricity and Gas Generating and Refrigeration Plants, Stone Crushing Plants, Saw Mills, Ordnance and Ammunition Factories, Water Pumping Stations and Occupations Common to all Factories and for Textiles Cotton, Silk, Wool and Hosiery 246

APPENDIX D.—The Standardization of Wages in the Bombay Textile Industry 255

APPENDIX E.—The Terms of Agreement settled between the Ahmedabad Millowners' Association and the Labour Union at Delhi, on the 13th January 1935 258

APPENDIX F.—The Standing Orders for Operatives framed by the Millowners' Association, Bombay 260

APPENDIX G.—The Appendix II framed under rule 67 of the Bombay Factories Rules, 1935, regarding Provision and Custody of First-Aid Appliances 264

ILLUSTRATIONS.

A GENERAL VIEW OF THE SPRING MILL, BOMBAY .. .. *Frontispiece.*

THE HOSPITAL AND CRECHE OF THE RAJNAGAR SPINNING, WEAVING AND MANUFACTURING MILL, AHMEDABAD .. *Facing Page* 22.

THE CRECHE AT THE MEYER SASSOON MILL, BOMBAY .. *Facing Page* 54.

WORKMEN'S TENEMENTS BUILT BY THE AHMEDABAD MILLS HOUSING SOCIETY LTD., AHMEDABAD .. .. *Facing Page* 60

TRAINING IN FIRST-AID AT THE KHATAU MAKANJI MILL, BOMBAY .. .. *Facing Page* 66

A VIEW OF THE INTERIOR OF THE CRECHE AT THE GOKAK MILLS, GOKAK FALLS .. .. *Facing Page* 68

THE FREE PHYSICAL TRAINING CLASS FOR THE OPERATIVES OF THE CENTURY MILLS, BOMBAY .. .. .. *Facing Page* 80

THE CARD ROOM OF THE ARVIND MILL, AHMEDABAD .. *Facing Page* 92

THE SPINNING DEPARTMENT OF THE ARVIND MILL, AHMEDABAD .. .. *Facing Page* 100

THE REELING DEPARTMENT OF THE JACOB SASSOON MILL, BOMBAY .. .. *Facing Page* 106

WORKERS' TENEMENTS BUILT BY THE COLABA MILLS, BOMBAY . *Facing Page* 138

INTRODUCTION.

The first of the General Wage Census (Part I) Reports—that dealing with the Engineering Industry—covered two large groups of workpeople: (1) all workpeople in the 221 perennial factories in the Bombay Presidency proper which were classified under the "Engineering Industry"; and (2) all workpeople in engineering occupations and in occupations common to all factories who came from the remaining non-engineering perennial factories covered by the General Wage Census in the Bombay Presidency. The number of these non-engineering perennial factories was stated to be 471 but as a result of a recount on the basis of a differentiation of separate units under the same management, this number has now been revised and it is 488. The total number of units covered by the Census, therefore, now amounts to 709 instead of 692.

The second of the General Wage Census (Part I) Reports covered 100 units in the Printing Industry and although workpeople in engineering occupations and in occupations common to all factories who had come from the Printing Industry had been included in the group figures for these occupations in the earlier report, separate figures for these occupations for the printing industry alone were included in the second report. The adoption of this method makes the report for each industry into a compact whole and the same method will be continued for this and the subsequent Census reports.

The present report—the third of the series—covers the Textile Industries in the Bombay Presidency: (1) Textiles—Cotton; (2) Textiles—Silk; (3) Textiles—Wool; and (4) Textiles—Hosiery. The first of these four branches of the Textile Industry had been covered by four separate wages enquiries conducted by the Labour Office of the Government of Bombay in 1921, 1923, 1926 and 1934 but these enquiries excluded the smaller perennial cotton textile factories such as presses, dyeing and bleaching houses, heald and reed manufacturing concerns, etc. These were covered for the first time by the General Wage Census; and, as the occupations in these smaller textile factories are the same as those to be found in almost all the larger cotton mills, they have been grouped with the mills in order to form the group "Textiles Cotton". Woollen, Silk and Hosiery mills and factories were

also covered by the General Wage Census for the first time and as these are distinct branches of the Textile Industry, this report has been divided into four sections and each section deals with one of the four main branches of the industry. There are no jute mills or factories in the Bombay Presidency.

Types of factories and numbers of workers in the Textile Industries.

The following table sets out the distribution of the 246 perennial factories classified under the textile industries according to types of factories and gives the total numbers of workpeople employed in each type by age and sex groups as reported in the *General Questionnaire*, a copy of which is reproduced in appendix B of the general appendix at the end of this report.

TABLE A.

Distribution of 246 "*textile*" *factories according to types and numbers of workers employed.*

Types of factories.	Number of factories.	Number of workers employed.				Percentage to Total.
		Men.	Women.	Children.	Total.	
1. Cotton Spinning and Weaving Mills.	179	209,842	44,123	1,012	254,977	96·88
2. Dyeing and Bleaching factories.	15	2,881	129	2	3,012	1·15
3 Cotton Pressing factories.	7	196	17	..	213	0·08
4. Other Cotton factories.	13	571	148	..	719	0·27
5. Silk Mills and factories.	22	1,244	405	4	1,653	0·63
6. Woollen Mills	2	1,119	280	..	1,399	0·53
7. Hosiery Mills and factories.	8	1,061	166	..	1,227	0·46
Total ..	246	216,914	45,268	1,018	263,200	100·00

As will be seen from the figures in the above table, over a quarter million or 96·88 per cent. of the 263,200 workpeople employed in all textile industries are employed in cotton spinning and weaving mills. Miscellaneous cotton factories (Groups 2, 3 and 4) account for 3,944 workers or 1·50 per cent. of the

total. The silk, woollen and hosiery groups all have over a thousand workers each but their contribution to the total in numbers employed is almost negligible. In all textile factories, the ratio of males to females, excluding children, is 82·7 to 17·3.

The distribution of the numbers of factories and work-people employed in each branch of the textile industry by the ten areas into which the Bombay Presidency was divided for the purposes of the General Wage Census will be given in each different section of this report; but, as it is interesting to study this distribution for all textile industries, the following table sets out the figures on an area basis :—

TABLE B.

Distribution of 246 "textile" factories and numbers employed by areas.

Areas.	Number of factories.	Number of workers employed.				Percentage to total.
		Men.	Women.	Children.	Total.	
Bombay City ..	95	104,694	24,088	2	128,784	48·94
Bombay Suburban, Thana, Kolaba and Ratnagiri.	9	5,841	1,077	..	6,918	2·63
Ahmedabad City.	103	73,968	11,032	23	85,023	32·31
Ahmedabad, Kaira and Panch Mahals.	4	3,246	432	102	3,780	1·43
Broach and Surat.	14	3,057	677	43	3,777	1·43
East and West Khandesh.	6	6,733	1,274	313	8,320	3·16
Poona, Nasik and Ahmednagar.	1	772	123	..	895	0·34
Sholapur City ..	5	13,241	4,208	406	17,855	6·78
Sholapur and Satara.	4	1,508	492	91	2,091	0·79
Belgaum, Dharwar, Kanara and Bijapur.	5	3,854	1,865	38	5,757	2·19
Total ..	246	216,914	45,268	1,018	263,200	100·00

MO-II Bk R 54—1a

Although in Ahmedabad City there are eight more textile factories than in the City of Bombay, the number of operatives employed in factories in Bombay is a little over 51 per cent. more than in similar factories in Ahmedabad. Sholapur City ranks third in importance as a textile centre in the Bombay Presidency; and, among districts which have been grouped together, the East and West Khandesh area comes next with 8,320 operatives or 3·16 per cent. of the total number employed. It is of interest to observe that whereas the ratio of males to females, excluding children, in numbers employed, is 81·3 to 18·7 in all textile factories in Bombay City, similar ratios for Ahmedabad and Sholapur Cities are 87·02 to 12·98 and 75·88 to 24·12. The ratio for Sholapur and Satara (75·4 to 24·6) is very close to that for Sholapur City and that for Broach and Surat (81·9 to 18·1) approximates to the ratio for Bombay City. These figures are largely dominated by the numbers employed in cotton spinning and weaving mills and the reasons for this wide variation will be examined in the section on " Textiles—Cotton ".

The figures given in the two tables above have been compiled, as already stated, on the basis of those given in the General Questionnaire. Compilations made from the forms on which the wages data were furnished give different results. The figures in the questionnaire are generally higher than those in the forms and the reason for this is that in all cases workers who were absent on leave during the whole of the Census month, though included in the numbers returned in the questionnaires as " employed ", were omitted from the wages forms. In " Textiles—Cotton " in Bombay City, however, we find that the figures from the forms are higher than those from the questionnaires. This is probably due to an error on the part of some mills in not including workers on night shift though the data pertaining to such workers were included in the wages forms.

The three following tables (Tables C, D and E) set out, by areas, the numbers of persons returned in the Census forms for all textile industries in the Bombay Presidency, in (1) engineering occupations and occupations common to all factories; (2) " process " occupations; and (3) all occupations. As in the case of the preceding tables the figures for men, women and children are shown separately in addition to totals. As will be seen from the third of the three tables (Table E), the total number of workpeople covered by the wages tabulations for this report amounts to 261,225.

TABLE C.

Number of workers returned on Census forms in engineering occupations and in occupations common to all factories.

Areas.	Number of workers.			Total.
	Men.	Women.	Children.	
Bombay City	10,181	1,476	....	11,657
Bombay Suburban, Thana, Kolaba and Ratnagiri.	601	64	....	665
Ahmedabad City	7,526	444	1	7,971
Ahmedabad, Kaira and Panch Mahals.	405	28	....	433
Broach and Surat ..	314	37	....	351
East and West Khandesh ..	785	25	....	810
Poona, Nasik and Ahmednagar.	93	7	....	100
Sholapur City	1,621	268	3	1,892
Sholapur and Satara ..	233	29	....	262
Belgaum, Dharwar, Bijapur and Kanara.	841	54	....	895
Total ..	22,600	2,432	4	25,036

The figures in the above table do not call for any special comment but it may, however, be observed, that the proportion of women to men in engineering occupations and in occupations common to all factories in textile factories in Bombay (12·7 to 87·3) is considerably larger than it is in textile factories in Ahmedabad (5·6 to 94·4).

TABLE D.

Number of workers returned on Census forms in "Process" occupations.

Areas.	Number of workers.			Total.
	Men.	Women.	Children.	
Bombay City	95,400	23,325	2	118,727
Bombay Suburban, Thana, Kolaba and Ratnagiri.	5,292	1,035	6	6,333
Ahmedabad City	64,422	10,578	22	75,022
Ahmedabad, Kaira and Panch Mahals.	2,656	409	102	3,167
Broach and Surat ..	2,721	644	43	3,408
East and West Khandesh ..	5,758	1,228	313	7,299
Poona, Nasik and Ahmednagar.	671	116	....	787
Sholapur City	10,718	3,717	408	14,843
Sholapur and Satara ..	1,245	453	91	1,789
Belgaum, Dharwar, Bijapur and Kanara.	2,968	1,809	37	4,814
Total ..	191,851	43,314	1,024	236,189

The figures relating to children are interesting. In Bombay City, in the Bombay Suburban, Thana, Kolaba and Ratnagiri area and in Ahmedabad City the number is so small as to be negligible, but in the Sholapur and Satara area the percentage of children is 5·08 per cent. of the total number employed. In East and West Khandesh, the percentage is 4·29, in Ahmedabad, Kaira and Panch Mahals it is 3·22 and in Sholapur City 2·75. Taking the Presidency as a whole, the percentage which children in "process" occupations bears to the total number of "process" workers for whom information was returned in the Census forms is 0·43. If the figures are studied on the basis of those for all occupations, this percentage is still further reduced to 0·39.

TABLE E.

Number of workers returned in Census forms for all occupations in Textile Industries.

Areas.	Number of workers.			Total.
	Men.	Women.	Children.	
Bombay City	105,581	24,801	2	130,384
Bombay Suburban, Thana, Kolaba and Ratnagiri.	5,893	1,099	6	6,998
Ahmedabad City	71,948	11,022	23	82,993
Ahmedabad, Kaira and Panch Mahals.	3,061	437	102	3,600
Broach and Surat ..	3,035	681	43	3,759
East and West Khandesh ..	6,543	1,253	313	8,109
Poona, Nasik and Ahmednagar.	764	123	....	887
Sholapur City	12,339	3,985	411	16,735
Sholapur and Satara ..	1,478	482	91	2,051
Belgaum, Dharwar, Bijapur and Kanara.	3,809	1,863	37	5,709
Total ..	214,451	45,746	1,028	261,225

SECTION I.

Textiles—Cotton.

CHAPTER I.

Labour in the Cotton Textile Industry.

The Scope of this Section.

As has been stated in the Introduction, this report is divided into four main sections: Section I dealing with Textiles—Cotton; Section II which deals with Textiles—Silk; Section III dealing with Textiles—Wool; and, Section IV which covers Textiles—Hosiery. Section I is divided into six main chapters. These six chapters fall into two distinct parts. The first four dealing with conditions of work and labour in the Cotton Textile Industry including its method of recruitment and labour turnover; " payment of wages "; hours of work, shifts and leave; and welfare work in the industry are based upon the information collected in the general questionnaire. Chapters V and VI which deal with rates of wages and wage movements and earnings are mainly based upon the results of the tabulations from the census forms.

Numbers of factories and workers in the Industry.

The following table sets out by areas, the distribution of the 214 cotton textile factories in the Bombay Presidency and gives, by age and sex groups, the numbers of workers employed. The figures are based on the information returned in the general questionnaire.

Table A.

Distribution of 214 cotton textile factories by areas and numbers employed.

Areas.	Number of factories.	Number of workers employed.				Percentage to total.
		Men.	Women.	Children.	Total.	
Bombay City ..	84	103,136	23,597	2	126,735	48·95
Bombay Suburban, Thana, Kolaba and Ratnagiri.	7	5,309	970	..	6,279	2·42
Ahmedabad City.	93	72,950	10,847	22	83,819	32·37
Ahmedabad, Kaira and Panch Mahals.	4	3,246	432	102	3,780	1·46
Broach and Surat.	5	2,741	609	40	3,390	1·31
East and West Khandesh.	6	6,733	1,274	313	8,320	3·21
Poona, Nasik and Ahmednagar.	1	772	123	..	895	0·35
Sholapur City ..	5	13,241	4,208	406	17,855	6·90
Sholapur and Satara.	4	1,508	492	91	2,091	0·81
Belgaum, Dharwar, Bijapur and Kanara.	5	3,854	1,865	38	5,757	2·22
Total ..	214	213,490	44,417	1,014	258,921	100·00

The chief centre of the cotton textile industry in the Bombay Presidency is the City of Bombay which in 1934 had 84 working mills and factories with a total number of 126,735 workpeople. Out of these 84 factories, 57, employing 99,918 men and 23,375 women or a total number of 123,293 workers, were cotton mills and the remaining 27 employing 3,218 men, 222 women and 2 children or a total of 3,442 workers were textile factories other than mills such as bleaching and dyeing plants, heald and reed manufacturing and repairing concerns, cotton baling and pressing factories, yarn glazing units, etcetera. The next greatest point of concentration in this industry is to be found in Ahmedabad City which had 93 mills and factories employing 83,819 workers. Of these 93 units, 87 were mills and six, employing 116 men and 24 women, were in the group of the smaller textile factories. It is noteworthy that none of the cotton textile mills in the City of Bombay employs children and that only four mills in Ahmedabad employ 22 children in all as doffers.

Among the towns and cities of the Bombay Presidency, the only other centre with any large concentration of cotton mills is Sholapur which had five mills working in 1934 employing 17,855 workers. All the units in the areas which are composed of districts are cotton textile mills except in the Bombay Suburban, Thana, Kolaba and Ratnagiri area where five out of seven units are cotton mills and the remaining two employing 124 men are dye and bleach houses.

The ratio of women to men employed in the industry may be compared to that prevailing in other countries. In Great Britain most of the heavier jobs on the "process" side such as mixing, carding, mule spinning, beam carrying, sizing and calendering are done by men. Women predominate in almost all the other occupations both on the spinning and on the weaving side of the industry. Taking the industry as a whole, i.e., including engineering, mechanical and supervisory, the ratio of women to men is about 65 to 35. In Japan women form about 76 per cent. of the total labour force employed, and if spinning mills alone are considered, 86 per cent. In the United States of America the ratio of women to men is 41 to 59. For the whole of British India, the ratio of males to females in cotton textile mills is 85 to 15. The figures, according to the all-India factory statistics for 1934, show that the ratio for British India excluding the Bombay Presidency is 87·52 to 12·48 and that for the Bombay Presidency alone is 83·63 to 16·37. The results of the General Wage Census give a ratio of 82·78 to 17·22.

In cotton mills in India women predominate in the winding and the reeling sections. They are also employed to a limited extent in the frame department, in the ring spinning department, as waste pickers and as coolies and sweepers; but with the exception of seven women in one mill in Dharwar, no women are employed as weavers. As between the cotton mills in Bombay, Ahmedabad, and Sholapur, the following table sets out the numbers of males and females employed

in each of the main occupations in which women are employed with men. In each case percentages are given to the total adult labour force employed in each centre.

TABLE B.

Distribution of adult males and females in occupations in which females are employed.

Occupation.		Bombay City.		Ahmedabad City.		Sholapur City.	
		Number of workers employed.	Percentage to total.	Number of workers employed.	Percentage to total.	Number of workers employed.	Percentage to total.
Frame Tenters	Men ..	4,977	3·87	3,682	4·49	543	3·33
	Women ..	1	..	135	0·17	..	..
Siders	Men ..	11,535	8·98	9,051	11·03	1,630	9·99
	Women ..	859	0·67	2,265	2·76	62	0·38
Tarwallas or Followers	Men ..	2,941	2·29	..	..	386	2·37
	Women ..	528	0·41	3	..	20	0·12
Doffers	Men ..	7,939	6·18	6,768	8·24	1,183	7·25
	Women ..	1,617	1·26	1,269	1·55	22	0·13
Reelers	Men ..	2	..	251	0·31	..	..
	Women ..	6,314	4·92	1,442	1·76	1,449	8·88
Winders	Men ..	1,565	1·22	2,285	2·78	315	1·93
	Women ..	12,200	9·50	4,291	5·23	1,793	10·98
Coolies	Men ..	5,455	4·25	2,568	3·13	896	5·49
	Women ..	1,137	0·89	930	1·13	298	1·83
Sweepers	Men ..	682	0·53	431	0·52	31	0·19
	Women ..	1,320	1·03	338	0·41	199	1·22
All other Occupations.	Men ..	69,003	53·73	46,142	56·20	7,355	45·05
	Women ..	343	0·27	235	0·29	142	0·86
Totals ..		128,418	100·00	82,086	100·00	16,324	100·00

It will be observed that with the exception of three women there are no *tarwallas* or followers in cotton mills in Ahmedabad. The work of these followers or gaiters or *tarwallas* as they are called in the Bombay Presidency, is to make the proper connections of the yarn and to put everything in order on the ring frames for immediate running after the doffers have put the empty bobbins on the spindles. In the Ahmedabad mills, as in the mills in Lancashire and in almost all other countries in the world, this work of "gaiting" is done by the siders themselves. In the cotton mills in the cities of Bombay and Sholapur and in some other centres in India, this occupation of gaiting was specially introduced as an intermediary stage of promotion between doffers and ring siders and the system still continues to exist in several

mills in such centres. If the numbers of siders and tarwallas, both male and female, are totalled, for each of the three centres covered in the above table, we find that siders and followers comprise 12·35 per cent. of the total labour force in the cotton textile industry in Bombay City, 13·79 per cent. in Ahmedabad and 12·86 per cent. in Sholapur. These figures go to show that spinning activity in each of these centres is not very disproportionate. If this statement is accepted the figures for the proportion of reelers, both men and women, employed in these three centres (Bombay 4·92 per cent., Ahmedabad 2·07 per cent., and Sholapur 8·88 per cent.) would appear to be very disproportionate. In cotton mills in Bombay City women are employed considerably in excess of actual requirements in the winding and the reeling departments at their own request in order to secure employment for as large a number of them as possible. And, whereas the hours of work for most categories of process workers during the census year were ten per day or 60 per week, these women winders and reelers in the Bombay mills were permitted to attend work in most mills an hour to an hour and a half later in the mornings and to leave half an hour earlier in the evenings bringing their total hours of work to 8 to 8½ per day or 48 to 51 per week. As far as the employment of an excess number of reelers in Sholapur is concerned, millowners in that centre allege that women reelers are not up to the required standard of efficiency and that they are therefore compelled to employ a larger number than would otherwise be necessary. The statistics in the above table show that whereas women are exclusively employed as reelers in Sholapur and almost entirely so in Bombay the proportion of male reelers in the Ahmedabad mills is nearly 15 per cent. of the total number of workers so employed.

Mills in Bombay and Sholapur do not appear to employ women as tenters in the frame department but the Ahmedabad mills have begun to do so and 135 out of a total number of 3,817 frame tenters in that centre in the census year were women. Taking siders and tarwallas together women form 8·74 per cent. of the total in mills in Bombay, 20·04 per cent. in Ahmedabad and 3·91 per cent. in Sholapur; but if siders alone are considered, mills in Ahmedabad would appear to offer a larger scope of employment for women as is shown by the percentages of those so employed in these three centres: Bombay 6·93 per cent., Ahmedabad 20·02 per cent. and Sholapur 3·66 per cent. In winding, Ahmedabad with 34·75 per cent. males appears to offer greater scope for the employment of men than does Bombay (11·37 per cent.) and Sholapur (14·94 per cent.). The other figures in the table do not call for special comment.

Number of Workers Returned in the Census Forms.

The following three tables give, by areas and age and sex groups, the numbers of workpeople returned in the census forms: firstly, in all occupations; secondly, in occupations on the process side of the industry; and, thirdly in engineering occupations and in occupations

common to all factories. In all cases coolies are taken on the process side in all industries.

TABLE C.

Number of workers returned in census forms in all occupations in the Cotton Textile Industry.

Areas.	Number of concerns.	Number of workers.			
		Men.	Women.	Children.	Total.
Bombay City	84	104,099	24,319	2	128,420
Bombay Suburban, Thana, Kolaba and Ratnagiri.	7	5,368	966	6	6,340
Ahmedabad City	93	71,178	10,908	22	82,108
Ahmedabad, Kaira and Panch Mahals.	4	3,061	437	102	3,600
Broach and Surat ..	5	2,720	613	40	3,373
East and West Khandesh ..	6	6,543	1,253	313	8,109
Poona, Nasik and Ahmednagar.	1	764	123	....	887
Sholapur City	5	12,339	3,985	411	16,735
Sholapur and Satara ..	4	1,478	482	91	2,051
Belgaum, Bijapur, Dharwar and Kanara.	5	3,809	1,863	37	5,709
Total ..	214	211,359	44,949	1,024	257,332

It will be noticed that whereas the total number of workpeople shown in Table A as employed in the 214 textile factories covered by the General Wage Census was 258,921 compiled on the basis of the figures returned in the questionnaires, the total number of workers for whom detailed information was given in the census forms amounted to 257,332. In Bombay City, the number of workers returned in the forms was 128,420 as against 126,735 in the questionnaires. The Bombay Suburban, Thana, Kolaba and Ratnagiri area similarly returned 6,340 in the forms as against 6,279 in the questionnaires. As has already been pointed out in the Introduction to this report, it is probable that some units failed to include in the questionnaire the figures for workers on night-shift although information regarding these was given in the forms. The figures for all the remaining areas show excesses in the figures extracted from the questionnaires over those taken from the forms. This is due to the fact that permanent employees who are absent during the whole of the wage period covered by the Census are excluded from the wages returns although they are shown as "employed" in the questionnaires.

TABLE D.

Number of workers returned in "Process" occupations in the Cotton Textile Industry.

Areas.	Number of concerns.	Number of workers			
		Men.	Women.	Children.	Total.
Bombay City	84	94,131	22,858	2	116,991
Bombay Suburban, Thana, Kolaba and Ratnagiri.	7	4,862	912	6	5,780
Ahmedabad City ..	93	63,719	10,466	22	74,207
Ahmedabad, Kaira and Panch Mahals.	4	2,656	409	102	3,167
Broach and Surat ..	5	2,411	578	40	3,029
East and West Khandesh ..	6	5,758	1,228	313	7,299
Poona, Nasik and Ahmednagar.	1	671	116	....	787
Sholapur City	5	10,718	3,717	408	14,843
Sholapur and Satara ..	4	1,245	453	91	1,789
Belgaum, Dharwar, Bijapur and Kanara.	5	2,968	1,809	37	4,814
Total ..	214	189,139	42,546	1,021	232,706

The figures in the above table do not call for any special comment but we may mention that the statistics relating to "process" workers only cover actual workers including jobbers and exclude persons in the higher supervisory and clerical posts who will be dealt with in the fifth report of this series covering "Salaries and Conditions of Employment of Supervisory and Clerical Staffs in Perennial Factories in the Bombay Presidency".

TABLE E.

Number of workers returned in engineering occupations and occupations common to all factories in the Cotton Textile Industry.

Areas.	Number of concerns.	Number of workers.			
		Men.	Women.	Children.	Total.
Bombay City	84	9,968	1,461	....	11,429
Bombay Suburban, Thana, Kolaba and Ratnagiri.	7	506	54	....	560
Ahmedabad City ..	93	7,459	442	....	7,901
Ahmedabad, Kaira and Panch Mahals.	4	405	28	....	433
Broach and Surat ..	5	309	35	....	344
East and West Khandesh ..	6	785	25	....	810
Poona, Nasik and Ahmednagar.	1	93	7	....	100
Sholapur City	5	1,621	268	3	1,892
Sholapur and Satara ..	4	233	29	....	262
Belgaum, Dharwar, Bijapur and Kanara.	5	841	54	....	895
Total ..	214	22,220	2,403	3	24,626

The figures for women in this table are dominated largely by female sweepers of whom there are, as shown in Table B, 1,320 in cotton textile mills in Bombay City, 338 in Ahmedabad and 199 in Sholapur. Other main occupations in which women are employed outside process work are for packing and labelling, gunny bag repairing and for supplying drinking water to operatives whilst at work. It is interesting to observe that whereas the ratio between persons employed in engineering and "common" occupations and "process" operatives is 1 to 10·24 in cotton textile factories in Bombay City, 1 to 9·39 in Ahmedabad and 1 to 9·01 in mills in East and West Khandesh it is as high as 1 to 7·85 in Sholapur City and 1 to 5·38 in the Belgaum, Dharwar, Bijapur and Kanara area. There is no apparent reason for this disparity.

Recruitment of Labour.

One of the most important recommendations made by the Royal Commission on Indian Labour whose report was published in July 1931 related to the recruitment of labour for factories by what are commonly known as Jobbers, Sardars or Mukkadams. The Commission recommended that jobbers should be excluded from the engagement and dismissal of labour and that, wherever the scale of a factory permitted it, a labour officer should be appointed under the General Manager and that this officer's main functions should be in regard to engagements, dismissals and discharge. In cases where it was not possible to employ a whole-time labour officer, the Commission recommended that the Manager or some responsible officer should retain complete control over engagements and dismissals. The Commission's remarks relating to jobbers at pages 23 to 25 of their Report are of considerable interest.

In spite of the Royal Commission's recommendations in the matter, the jobber still continues to be the chief recruiting authority in most of the cotton textile mills and factories in the Bombay Presidency; and when the General Wage Census was conducted in 1934, 135 out of the 177 working mills and 12 out of the 37 miscellaneous cotton factories other than mills stated that their labour was recruited either through jobbers or through both mukkadams and jobbers. A "mukkadam" is the headman of a gang of unskilled labourers or coolies, whereas a "jobber" is primarily a chargeman generally promoted from the ranks after full experience of the factory and he is responsible for the supervision of the labour whilst it is at work. Twenty-four mills* and four factories* stated that all labour was recruited only by foremen or by the heads of the departments concerned and one mill and seven factories reported that workers were engaged by the Manager. Although

*Although, technically, all textile mills are "factories" for the purposes of the Indian Factories Act, we shall speak of the larger spinning or/and weaving factories as mills and the smaller cotton textile concerns such as separate dye and bleach houses, etc., as "factories" throughout this report in order to make a distinction between the two groups.

the latter statement might be correct in connexion with the smaller cotton textile factories; the jobber, as far as the bigger mills are concerned, is the chief recruiting authority and it is possible that the head of the department concerned formally ratifies an appointment when made. Sixteen mills and three factories reported that as labour is fairly plentiful it is recruited at the gates. But even here it is practically impossible for a workman to secure employment except through the good offices of a jobber. One factory stated that its labour was recruited either directly or through a contractor. The remaining eleven concerns (one mill and ten factories) gave no information on the subject.

Almost immediately after the publication of the report of the Royal Commission on Indian Labour, Messrs. E. D. Sassoon & Co., Ltd., who are the agents for ten large cotton mills and one big dye and bleach house in Bombay City, appointed, as an experimental measure, a Labour Officer to look after the welfare of the labour employed in all their mills. The Sassoon group of mills, at the time, employed nearly twenty thousand hands and it was not possible, therefore, for this officer to control all appointments, dismissals and discharges; but, the Company, on the proposal of their Labour Officer, introduced in 1932 a system of "decasualisation" in connexion with the employment of substitute labour in all their mills. The daily requirements of substitutes for each mill were carefully assessed on the basis of average abstentions and substitute employment cards were issued to the required number plus a small additional percentage. Engagement of all substitute labour was thereby restricted to persons holding cards and no outsiders were taken on. To that extent a certain number of temporary workmen were removed from the influence of the jobbers in securing employment. A later development in this group of mills was to fill permanent vacancies, as far as possible, from the ranks of these card holders. In the Gokak Mills at Gokak Falls all labour is recruited through Indian assistant spinning and carding masters acting under the supervision of the Spinning Master and everything possible is done to reduce the power of the jobbers over their men. Certain mills in Bombay City reported that labour is recruited partly through jobbers or mukkadams; but that as the supply of labour has been greater than the demand for a considerable time past the agency of the jobbers is not much in requisition today as workers in large numbers offer themselves for employment at the gates and suitable hands are selected by heads of departments from amongst them.

In all textile centres in the Bombay Presidency except in Ahmedabad City, all mill labour is directly under the control of the management. In other words, all workpeople are engaged and discharged by the management and their wages are also paid by the mills. In cotton textile mills in Ahmedabad City the contract system is widely prevalent and in most mills work in connexion with coal stacking and cinder removing, mixing, internal transport, tubular banding, combing, beam carrying, drawing-in, dyeing and bleaching, finishing, folding, bundling and pressing

and stamping is given out on contract. Each contractor engages and pays his own labour and the mill keeps no record of the wages of the contractor's men. In factories in the Bombay Presidency, the contract system of work is also to be found in the composing section in certain printing presses in Poona City and in the polishing department in brass and aluminium vessel manufacturing factories in all centres having such factories. Whereas complete statistics relating to numbers employed, attendance and earnings in respect of contract labour in the printing and the metal trades were secured for the General Wage Census from the owners of the plants concerned, it was not possible to do the same for the textile mills in Ahmedabad City owing to the fact that the contractors had no proper records from which satisfactory and reliable data could be collected ; and the staff of the Labour Office had no time to instruct the contractors in advance as to what they should do to maintain such records.

Labour Turnover and Substitute Labour.

The month for which the General Wage Census was conducted for the cotton textile industry was not uniform in the case of all centres owing to industrial strife and other reasons. Strikes affecting most of the cotton mills in Bombay City and in Sholapur City between April and June 1934 prevented the mills in these centres being covered for the month of May. The Census in respect of the cotton mills in Sholapur was therefore conducted for the month of July 1934 and that for Bombay for the month of October 1934. As the Raja Bahadur Motilal Mill in Poona had been burnt down in May 1934, the statistics for that mill were collected for the month of January 1934. With the exception of the particular cases cited the census in respect of all cotton mills and factories in the remaining seven census areas, including Ahmedabad City, was conducted for the General Wage Census month of May 1934.

In the case of the cotton mills in Ahmedabad City which have several varying wage periods for different groups of workmen, wages data were collected only for one wage period in the selected census month—for a "hapta" of 14 days for weavers ; or for a "hapta" of 16 days for spinners ; for a week for certain categories of unskilled labour who are paid weekly ; or for a calendar month in the case of all workpeople on the engineering and mechanical side who are paid monthly. The periods for which information relating to earnings was collected therefore vary but all units were asked to maintain accurate statistics relating to labour turnover, and the appointment of substitute labour for the whole of one calendar month.

For the purposes of the General Wage Census, "Labour Turnover" is taken to mean the extent of employment of new hands in place of workmen who have left ; or in other words, permanent separations and accessions. The following table sets out, by areas, the total numbers of workpeople whose names were struck off the muster rolls during

the selected census month and in whose places new hands were appointed in the 214 cotton textile factories covered by the General Wage Census.

Table showing the extent of Labour Turnover in the Cotton Textile Industry.

Area.	Number of units.	Number of workers.	Labour Turnover.	
			Number of hands who left in one month.	Percentage to number employed.
Bombay City	84	126,735	3,282	2·59
Bombay Suburban, Thana, Kolaba and Ratnagiri	7	6,279	111	1·77
Ahmedabad City	93	83,819	2,210	2·64
Ahmedabad, Kaira and Panch Mahals ..	4	3,780	62	1·64
Broach and Surat	5	3,390	88	2·60
East and West Khandesh	6	8,320	72	0·87
Poona, Nasik and Ahmednagar ..	1	895	22	2·46
Sholapur City	5	17,855	166	0·93
Sholapur and Satara	4	2,091	26	1·24
Belgaum, Dharwar, Bijapur and Kanara	5	5,757	69	1·20
Total ..	214	258,921	6,108	2·36

As pointed out above, the figures for labour turnover are for one calendar month. It is probable that as the census in respect of the Sholapur cotton mills was taken for the month of July within six weeks of the end of the general strike in that centre which lasted from the 15th February to the 19th May 1934, the workpeople who went back were less inclined than usual to leave their work. This would partly explain the comparatively low percentage of 0·93 for labour turnover for that centre. In any case, labour in the cotton mills in Sholapur is largely drawn from the neighbouring villages and it is consequently more stable than it is in larger cities such as Bombay and Ahmedabad. It is significant that the percentages of labour turnover for one month in the biggest cities and towns of the Bombay Presidency excluding Sholapur—Bombay 2·59, Ahmedabad 2·64, Broach and Surat 2·60 and Poona 2·46—are very similar. If it is considered that the ratio of labour turnover is normally constant over various months in the year, the annual averages for these centres would be a little over 31 per cent.

for Bombay, Ahmedabad, Broach and Surat and 29·52 per cent. for Poona. This tends to support the contention frequently advanced by employers of factory labour in India that labour turnover in Indian factories is unduly high. Even for East and West Khandesh where labour is fairly stable the percentage of labour turnover for one year is over ten per cent. In the Bombay Suburban, Thana, Kolaba and Ratnagiri area it is over twenty per cent. The average for all cotton mills and factories in the Bombay Presidency is 2·36 per cent. for the census month or 28·32 per cent. for a year.

We have so far used the term "labour turnover" in a somewhat restricted sense as applying to the extent to which the permanent personnel of a factory changes; that is to say, the extent to which the names of certain workpeople are struck off from the muster rolls of a factory for good and are replaced by those of new hands. In its wider sense, the term should apply to the total extent of change—whether permanent or temporary—in the personnel of any industrial unit. The compilation of a satisfactory index of labour turnover for any industry in India on the basis of the wider meaning of the term is beset with all sorts of difficulties. Some cotton mills maintain certain percentages of spare hands on their permanent musters in order to provide against normal absenteeism; and the employment of outsiders as substitutes in such mills is restricted to a minimum. As has already been pointed out above, the Sassoon group of cotton mills in Bombay City had restricted the appointment of outside substitutes in temporary vacancies by the introduction of a system of decasualisation. A widely prevalent practice in the weaving department in almost all mills in Bombay City was for an absent weaver to send his own substitute whom he paid on terms mutually arranged between themselves and the mill kept no record either of the substitute's attendance or his wages. Certain mills had a combination of two or more of these methods—they permitted their weavers to send their own substitutes, they kept small reserves of spare hands and they also engaged substitutes from outside the mill. Most mills in the Bombay Presidency engage substitute labour at the gates.

As far as weavers in the mills in Bombay City are concerned the permanent weaver on the muster drew the full earnings due on the actual production of the looms entrusted to him, and unless the looms had been stopped or an outsider had been employed as a substitute for a longer period than a few days he was shown as having attended throughout the whole month. For the purposes of the General Wage Census, all mills in the Bombay Presidency were requested to keep an accurate record for the census month of every weaver's own attendance and the earnings actually due to him on his own production only, irrespective of the earnings that may have been paid to him for the total production on the looms under his charge. The figures to be entered in the wages returns were for actual attendance and the earnings for that attendance. As far as total substitute employment was concerned, all mills were asked to state the number of different substitutes who were taken on during the census month including those sent by weavers in the mills where the weaver paid his 'badli'. No account was to be taken of the

number of separate occasions on which each substitute acted—this would have unnecessarily complicated matters—and the mills were asked to count each separate substitute only once irrespective of the number of occasions on which he acted. The following table sets out the figures for each centre compiled on the basis of the returns made according to the above instructions :—

Table showing the number of substitutes appointed in temporary vacancies in the Cotton Textile Industry.

Areas.	Number of units.	Number of workers employed.	Substitute employment.	
			Number appointed in census month.	Percentage to total number employed.
Bombay City	84	126,735	35,211	27·78
Bombay Suburban, Thana, Kolaba and Ratnagiri	7	6,279	236	3·76
Ahmedabad City	93	83,819	17,713	21·13
Ahmedabad, Kaira and Panch Mahals ..	4	3,780	249	6·59
Broach and Surat	5	3,390	882	26·02
East and West Khandesh	6	8,320	2,247	27·01
Poona, Nasik and Ahmednagar ..	1	895	96	10·73
Sholapur City	5	17,855	5,705	31·95
Sholapur and Satara	4	2,091	807	38·59
Belgaum, Dharwar, Bijapur and Kanara ..	5	5,757	1,195	20·76
Presidency Proper	214	258,921	64,341	24·85

It will be seen that the variation in the percentage of substitute employment ranges from as low as 3·76 per cent. for mills and factories in the Bombay Suburban, Thana, Kolaba and Ratnagiri area to as high as 38·59 per cent. of the total number of workers on the permanent muster in the case of the Sholapur and Satara area. For Bombay City the percentage is 27·78, for Ahmedabad City 21·13 and for Sholapur City 31·95. We have already given the main reasons for these wide fluctuations. The figures in the above table are of considerable interest because they show the total number of workers who were mainly dependant on the cotton textile industry for their livelihood—258,921 plus 64,341 or a total of 323,262. As compared to the number of "permanent" workers, nearly 25 per cent. of that number secured employment in the industry as temporary substitutes.

The position described above with regard to Labour Turnover and the appointment of substitute or badli labour is as it was in 1934—the Census year. Since then a considerable advance has been made in regulating the appointment of badlis in cotton textile mills in Bombay City. The question of labour turnover received considerable attention from the Royal Commission on Labour in India in the year 1931, who pointed out :—

> " The constant changing of the labour force in individual establishments, which is associated with the present system, carries with it serious disadvantages, from the point of view both of the management and of the worker. It necessitates the continuous turnover of employees, many of whom may be entirely new to the particular factory and to its machines and methods of working, with a consequent loss of efficiency which reacts on both parties. It also places a serious obstacle in the way of establishing contact between employer and employed and of building up the sense of co-operation."

Since the passing of the Bombay Trade Disputes Conciliation Act and the appointment of its own Labour Officer, the Millowners' Association, Bombay, has been devoting greater attention than ever before to labour matters. One of the very first problems with which the Association's Labour Officer was called upon to deal was that of turnover. From the data available with the Association, it appeared that the labour turnover in Bombay Mills was greater than necessary and that steps should be taken to reduce it both in the interests of employers and workers. Close investigation established the fact that the turnover was, if anything, greater amongst substitutes—commonly known as " Badlis "—than amongst the permanent labour force. Figures collected showed that in most instances the number of individual badlis employed by a mill during any one month was ordinarily several times greater than the number of absentees on the day of maximum absenteeism. This in effect meant that the average badli only got a few days employment in any one mill per month, and that the same badli might work in three or four mills in one monthly wage period. There is little doubt that the unsatisfactory state of affairs was to some extent due to the jobber who used to have considerable control over engagement and who in certain instances found it profitable to increase rather than reduce labour turnover. This heavy labour turnover caused inconvenience not only to the mills themselves but to the badli workers, who had to collect their wages from several mills on the same pay-day. The casual system also hampered any improvement being effected in the efficiency of labour. With a view to decasualise badli labour, the Millowners' Association recommended some two years ago the introduction of a system of " Badli Control ". The system has since been adopted by all member mills in Bombay generally with substantial success.

Every badli employed in a mill is now given a badli card and on employment as a badli is given an assurance that, if he is found efficient, he will be given preference of employment as vacancies for substitutes

occur. If he attends work regularly and his efficiency is satisfactory, a badli card holder is also given preference over non-card holders for permanent vacancies. Since the institution of the badli card system, the Millowners' Association has been collecting figures as to the number of badlis employed in all departments at monthly intervals. These figures are examined by the Labour Advisory (Managers) Sub-Committee at their regular meetings, and as a result of their investigations, the Managers Sub-Committee have from time to time put forward suggestions for the improvement of the system. The more important innovations introduced in the system during the year 1936 included the printing of Marathi instructions on the back of every badli card setting out the rights and duties of badli workers. In addition, another important innovation has been the issue of standardized instructions to Managers and Departmental Heads, the object of which has been to eliminate the power of the jobber in the engagement of labour for temporary vacancies.

The latest returns from mills show that there has been a gradual reduction in the number of badlis employed, and Managers report that there has also been some improvement in the efficiency of their temporary workers.

Occupational Distribution in the Industry.

Table No. 1 at pages 145 to 148 of this report gives the occupational distribution, by age and sex groups, of the 232,706 process workers in the cotton textile industry in the Bombay Presidency. The occupational distribution of the 24,626 workers in engineering occupations and in occupations common to all factories coming from the cotton textile industry was included in Table No. 1 at pages 103 and 104 of the first of the General Wage Census, Part I, Reports dealing with Wages, Hours of Work and Conditions of Employment in the Engineering Industry. Numerically, the most important occupation in the cotton textile industry is that of weavers who number 66,494 in all. By far the greater majority of these are two-loom weavers who number 57,551 or 86 per cent. of the total. The distribution of the remainder between one loom and three to six loom and automatic ten loom weavers will be found in the table. All weavers together form 28·6 per cent. of the total number of "process" operatives in the industry. Both single and double side siders come next in numerical importance with a total of 28,913 of whom 25,362 were men and 3,551 were women. Winders number 24,243, doffers 22,295, reelers 11,575 and coolies or unskilled labourers 12,915. The number of jobbers amounted to 8,654 and these together with the Naikins (female jobbers or mukkadamines who were included in the occupational distribution table in the engineering report) from the cotton textile industry brings the total of jobbers for this industry to 8,894. The ratio between all jobbers and the remaining process workers in the cotton textile industry for the whole of the Bombay Presidency works out at one to twenty-five.



THE HOSPITAL AND CRECHE OF THE RAJNAGAR SPINNING, WEAVING AND MANUFACTURING MILL, AHMEDABAD.

[*To face page* 22

CHAPTER II.

Payment of Wages.

In the textile industries in England wages are paid on Saturdays for the week Friday morning to Thursday evening. Most rates are standardised for particular districts by trade agreements, fining is almost negligible if not entirely absent and wages are generally not subjected to deductions. In India, except for a small measure of standardisation of time rates which has recently been attempted in cotton textile mills in the cities of Bombay and Ahmedabad, there is nothing like standardisation of wages in industry. Most mills still continue to reckon earnings on the basis of " basic " rates plus war or dearness allowances. Bonuses for good attendance and good work although dying out in mills in Bombay City are still largely resorted to in mills in Ahmedabad and in other centres; and further endeavours to secure good attendance are made by doubly penalising unauthorised absence by formulating conditions under which a hypothetical pay for Sunday or a closed day may be earned. Long pay periods, generally of a month's duration, necessitate the grant of advances against earned wages on which interest was in many cases charged and the formation of co-operative credit societies. Numerous deductions were made for all sorts of reasons including fines. All these and several other kindred subjects such as the duration of the waiting period (the number of days between the end of a pay period and the actual date of payment), superannuation benefits and financial aid, methods of calculating overtime, the manner of dealing with the enforcement of discipline, late attendance, etc., have been covered under the generic heading of " payment of wages " and this chapter makes an attempt, without entering into the details of unimportant rarities, to describe the main variations of the way in which these matters were dealt with in cotton textile factories in the Bombay Presidency during the census year.

Principles of Wage Fixation.

Under this heading we propose to describe the principles which different employers adopt in fixing the rates which they offer to their workers. In the preceding paragraph we stated that except for a limited measure of standardisation of time rates of wages which has recently been introduced in cotton textile mills in the cities of Bombay and Ahmedabad there is nothing like wage standardisation in any of the other areas or centres of the industry in the Bombay Presidency.

The question of standardising wages in the cotton mills in Bombay City has been under the consideration of the Millowners' Association, Bombay, for many years. The late Honourable Mr. N. N. Wadia had prepared a draft scheme as far back as 1891. That attempt was, however, not successful nor were others made between that year and 1928

and the old system of varying rates individual to each mill was allowed to continue. The Industrial Disputes Committee which was appointed by the Government of Bombay in 1921 recommended that the subject of standardisation of wage rates was one which merited the most careful consideration from all employers of labour. The Indian Tariff Board (Cotton Textile Industry Enquiry) reporting in January 1927, in para. 65 of their Report at page 140 recommended the adoption of a system of standardised wages for the same class of work as between mill and mill.

In pursuance of this recommendation the Committee of the Millowners' Association, Bombay, appointed, on the 6th January 1928, a special Sub-Committee "to investigate and report as to the measures which might reasonably be taken towards the standardisation of muster rolls and wage rates". The progress of the work of this Sub-Committee which resulted in the preparation of various schemes and counter schemes of standardisation of wages is fully described in the Report of the Bombay Strike Enquiry Committee (the Fawcett Committee) which was appointed by the Government of Bombay in October 1928 to enquire into and report on certain phases of disagreement between the employers and the workers which had resulted in the disastrous General Strike in the cotton mills in Bombay City lasting from April to October of that year. Appendices VIII and IX to the Report of this Committee contain the various schemes of standardisation which were presented to the Committee for their consideration by the Millowners' Association. Subject to certain reservations and recommendations for alteration, the Committee held that these schemes were, in the main, fair and reasonable. The main reservation related to the Association being recommended to drop their proposal for a cut of seven and a half per cent. in the wages of weavers. The adoption of the schemes of standardisation was to depend upon harmonious negotiation between the representatives of both sides. Whilst negotiations to this end were in progress in March and April of 1929, another disastrous strike broke out in the majority of the cotton mills in Bombay and this lasted till almost the end of September. The Millowners' Association withdrew their recognition of certain parties who claimed to speak on behalf of the workers and the proposals for standardisation of wages were dropped for the time being.

In 1933–34 individual cotton mills in Bombay City took unilateral action in the matter of wage cuts. In most mills second and in a few mills even third cuts followed almost on the heels of the earlier reductions. Up to about the middle of 1933 all mills in Bombay City and Coorla were paying basic rates plus seventy per cent. dear food allowance for all workers on time rates and for all women whether on time rates or on piece prices and basic rates plus dear food allowance of eighty per cent. to all male workers on piece prices. In effecting reductions some mills reduced the dear food allowance, some imposed a percentage cut on gross earnings and some mills reduced basic rates but in the majority of cases the cuts were effected by reductions in the allowances.

On the representation of the interests of Labour, the Government of Bombay, early in 1934, decided to institute a Departmental Enquiry into wages, wage-cuts and unemployment in the cotton mill industry in the Bombay Presidency to be conducted by the Commissioner of Labour. Almost immediately after the institution of this enquiry, most of the cotton mills in Bombay were again affected by a strike which lasted for nearly two months from the 23rd April to the 20th June. The Report of the Departmental Enquiry was published on the 21st June 1934. On the 7th July, the Bombay Millowners' Association published a press note announcing consolidated minimum time rates or wages for certain of the more numerically important unrationalised occupations in cotton mills in Bombay City and Coorla. The press note together with the schedules of rates attached to it are reproduced in Appendix D at pages 255 to 257 of the General Appendix at the end of this report.

With regard to workers on time rates of wages, the Association decided (*a*) that rates in all unrationalised occupations should be consolidated; (*b*) that the consolidated scales of pay should not be less than the wages specified for such occupations; (*c*) that in all mills where the rates for any particular occupations were less than the prescribed rates they should be raised to those levels; and (*d*) that wages not lower than those specified in the schedule should continue to be paid in unrationalised occupations in all member mills in Bombay even after the introduction of the 9-hour day from the 1st January 1935. With regard to workers on piece prices, the Association without touching upon the question of the existing wide variations in basic rates as between mill and mill decided that the dear food allowance in the case of all mills where it had been reduced to below 35 per cent. should be raised to that figure as from the 1st July 1934 and that after the introduction of the 54-hour week it should be raised to 40 per cent. in order to compensate the workmen for the reduction in their earnings on the basic piece prices consequent on the reduction in daily hours from 10 to 9.

The Bombay Trade Disputes Conciliation Act, 1934, which was passed after the publication of the Report of the Departmental Enquiry provided, *inter alia*, for the appointment of a Labour Officer to protect and to look after the interests of the workpeople employed in textile mills in Bombay City. The Government of Bombay appointed Mr. W. B. Gilligan, I.C.S., as their first Labour Officer in October 1934 and in pursuance of an undertaking given by the Millowners' Association to the Government of Bombay in this behalf, the Association appointed Mr. C. A. Dalal, B.Sc. (London), as their own Labour Officer. Mr. A. W. Pryde, Indian Police, succeeded Mr. Gilligan as the Government Labour Officer when the latter went on leave in November 1935. Both these Labour Officers have done a great deal in the direction of the adoption of uniform standard time rates of wages in all mills affiliated to the Association and by the Government Labour Officer in the non-Association mills in Bombay City and the position at the moment of

writing is that all except one or two mills pay at least the minimum rates laid down in the Schedule referred to above. Several mills, of course, pay higher rates. As far as weavers on piece prices are concerned, the Government Labour Officer and the Association are endeavouring to evolve a scheme whereby the piece prices for different sorts in each individual mill will be so fixed as to yield to a two-loom weaver for a full twenty-six days' work an earning of a fixed amount per month. The figure for this amount is as yet tentative and has not been finally settled upon. The ages and speeds of different types of looms are among some of the difficulties which are retarding progress in the matter and rendering the fixation of standard prices for different sorts difficult if not impossible.

In the Ahmedabad cotton mills, the time rates of wages of siders and doffers in the ring spinning department and of mukkadams and oilers in both the ring spinning and the frame departments were standardised as far back as 1920. Early in 1921, the dear food allowances that were given to siders and doffers were consolidated with basic rates; but later on in the same year a special *moghwari* (or dear food) allowance of Rs. 1–10–0 per *hapta* of 16 days subject to variation according to different awards and agreements was granted to siders. No attempt has been made to effect standardisation in the rates for any of the other categories of workpeople on time rates of wages; and, basic rates plus varying percentages for *moghwari* continue to be paid in most occupations in most mills. As far as weavers are concerned over fifty per cent. of the mills have consolidated the allowances with basic piece prices and the remainder continue to calculate earnings at basic prices plus allowances varying from 50 to 120 per cent. according to awards and agreements. Varying systems of calculation are adopted for different sorts of cloth manufactured but about thirty of the mills which have effected consolidation have reached agreements with the Textile Labour Association not to vary piece prices without consulting the Union. To that extent internal standardization particularised to individual mills has been effected in the case of weavers. With regard to the piece prices for categories other than weavers, no standardisation of any kind has been achieved but in many cases the *moghwari* has been consolidated with the basic prices.

In anticipation of the statutory reduction in hours of work with effect from the 1st January 1935, the Ahmedabad Millowners' Association in the latter half of the year 1934 proposed all round reductions in wages. After protracted discussions an agreement was reached between the Association and the Ahmedabad Textile Labour Union at Delhi on the 13th January 1935. This agreement is reproduced in Appendix E at pages 258 and 259 of the General Appendix at the end of this report. Those clauses of the agreement which relate to wages will be dealt with in Chapter V of this section which deals with "Rates of Wages and Movements of Wage Rates". The Delhi Agreement has been referred to here for the provisions which it contains with regard to standardisation. Clause 2 of the agreement stipulates that "earnest efforts should be made to standardise the wages of piece workers as soon as possible after

1st January 1936 and such standardisation should not involve any cut or increase". Discussions between the Association and the Union to this end were in progress during 1936 but in the month of September of that year, the Millowners' Association, Ahmedabad, desired that the Textile Labour Union should accept a general cut of 20 per cent. in wages with effect from October 1936. On the Union turning down this request the matter was referred to Seth Kasturbhai Lalbhai, representing the employers, and to Mr. M. K. Gandhi, representing the Union, for arbitration. On the arbitrators failing to reach an agreement, the matter was referred to Sir G. D. Madgaonkar, Kt., as umpire. In his award dated the 24th January 1937, Sir G. D. Madgaonkar deals at length with the subject and expresses the hope that "the parties and particularly the Millowners' Association, will not lose time and will immediately set about and hammer out a scheme for standardisation and automatic adjustment. At least a tentative scheme to be tried over a sufficiently long period, such as to afford data for modification in the light of experience, should assuredly not be beyond the power and intelligence of both sides. If it is, the sooner the impossibility is announced and made clear, the better for all concerned".

As far as the textile mills in all the other wage census territorial areas of the Bombay Presidency and the larger of the cotton textile factories in Bombay City are concerned most of them reported that they had "fixed rates of wages" and that no particular principle was followed in fixing these rates. The term "fixed rates" has a very flexible meaning. What most mills mean by it is that rates are fixed on the basis of what they were at some date during the period of the war and are not varied from time to time, all adjustments with regard to increases or decreases being made on the basis of the dear food allowances or by imposing a percentage increase or cut on the gross wages accruing from basic rates plus the dear food allowance. In a few cases, cotton mills in the districts and the smaller of the perennial cotton textile factories stated that the governing factor in wage determination is demand and supply of the type of labour required subject, in certain cases, to seasonal movements of labour. In the more skilled operations, particularly on the engineering and mechanical side, rates are varied in almost all textile units in the Presidency depending upon skill and degrees of efficiency. One mill in Ahmedabad City stated that weaving piece prices were fixed on the principle of the Lancashire lists and another mill in the Broach and Surat area stated that the rates "were pitched slightly higher than the local rates"—ostensibly to hold the labour employed.

Allowances.

As was shown in the preceding section there has recently been a distinct tendency in cotton textile mills in the cities of Bombay and Ahmedabad towards consolidation of the dear food allowance with basic rates of wages. In mills in Bombay all time rates of wages on the spinning side and in the mechanical and engineering sections are, with one or two exceptions, consolidated; and one large group of mills have

consolidated all rates on the weaving side as well. In mills in Ahmedabad the tendency towards consolidation is on the weaving side of the industry. In the eight remaining areas of the Presidency basic rates plus dear food allowances still continue to be paid in almost all mills although a good few mills here too have consolidated wages either in spinning or in weaving.

The first appearance of the dear food allowance in mills in Bombay City dates back to August 1917 when the Millowners' Association, Bombay, authorised the grant of a special allowance of ten per cent. to be paid in all mills as an addition to basic rates. This was raised to 15 per cent. in January 1918 and to 35 per cent. in January 1919. In January 1920 the allowance in the case of all male workers on time rates of wages and for all women was raised to 55 per cent. and for all male workers on piece prices to 75 per cent. In November of the same year these allowances were still further raised to 70 and to 80 per cent. respectively. These rates of allowances were maintained from 1921 to 1933 when the Millowners' Association, Bombay, permitted their members to take unilateral action in the matter of reductions in wages. Statement No. 1 at pages 116 to 129 of the Report of the Departmental Enquiry conducted by the Labour Office early in 1934 into wages and unemployment in the Cotton Textile Industry in the Bombay Presidency gives, in tabular form, the changes made in basic rates and allowances in individual cotton mills in Bombay City between 1926 and April 1934.

As stated in Chapter I, the wage census in respect of cotton textile mills in Bombay City was held for the month of October 1934 and in Sholapur City for the month of July 1934. The position regarding allowances in the fifty-seven cotton mills covered by the census in Bombay City in October 1934 was that thirty-eight mills had consolidated dear food allowances with basic time rates. Of these thirty-eight mills four had effected consolidation on the basis of an addition of 25 per cent., eight on the basis of 35 per cent. and one on the basis of 40 per cent. Twenty-five of the consolidating mills gave no information regarding the percentage on the basis on which consolidation was effected but there is a strong presumption that most if not all of these mills decided to adopt the standardised schedule framed by the Millowners' Association, Bombay. In the remaining nineteen cases for time rates, nine gave a dear food allowance of 35 per cent., one of 37½ per cent., three each 40 and 45 per cent. and two fifty per cent. As far as piece prices are concerned, nine out of the fifty-seven mills had effected consolidation whereas one granted an allowance of 30 per cent., 28 of 35 per cent., 12 of 40 per cent., one of 43¾ per cent., 3 of 45 per cent., one of 50 per cent. and two of 55 per cent. The percentages of the allowances on the spinning and on the weaving side varied as between mill and mill; that is to say, while one mill gave 35 per cent. on both time rates and piece prices, another whilst granting the same percentage in the case of time rates gave an addition of 40 per cent. on piece prices.

As far as the 27 cotton textile factories other than mills in Bombay City are concerned, all rates except in the case of three large dye and bleach houses are consolidated. In the case of the latter, one gave dear food allowances of 50 and 55 per cent. to time and piece workers respectively, another gave 35 per cent. all round and the third fifty per cent. all round.

The position with regard to allowances additional to basic rates in cotton textile mills in Ahmedabad is a very complicated one. No concerted action was taken by the Ahmedabad Millowners' Association prior to 1917 in the matter of determining increases or decreases in wages and each mill did as it pleased. In that year, however, the principle of arbitration in the matter of wages disputes was brought into effect in the Ahmedabad Mill Industry and on the formation of the Textile Labour Union in that centre in 1920 it was extended to cover all disputes and the procedure was regularised. It is as follows. The Union first takes up a case either with an individual mill or with the Millowners' Association. Failing success the matter is then referred to an Arbitration Board consisting of two persons—one nominated by the Association and the other by the Union. The Board is a permanent one and does not change except on the retirement of either of the two members. If the Board fails to agree on any particular question, the matter is referred to a *Sarpanch* or Umpire decided upon by the Board and the Umpire's award is regarded as final and binding on both sides. Whereas, the Millowners' Association in Bombay sanctioned wage increases in the period 1917 to 1920 in the form of uniform percentages of dear food allowances for all occupations on both time and piece rates in all mills in Bombay City, the agreements and awards of the Arbitration Board in Ahmedabad dealt with single occupations or groups of occupations and in some cases in single mills or groups of mills. Certain increases were consolidated at once with existing rates. Others were kept distinct from the basic rates and were treated as additional allowances. Some mills maintained the increases as allowances and others consolidated the allowances with the basic rates. New mills offered either consolidated wages or some basic rates pitched on the rates prevalent in adjacent mills and additional allowances. Except for a small extent of uniformity to be found in the treatment of the *moghwari* for siders and doffers there is no other occupation in the Ahmedabad cotton mills which is dealt with uniformly in the matter of rates and allowances in all the mills. For example, in one mill the allowance to weavers working on Platt's looms is eight annas and six pies per rupee of earnings from basic rates whereas weavers on looms by other makers get an allowance of seven annas and six pies per rupee! It would require the greater part of the total space of this report adequately to catalogue and describe the different rates of allowances given to workers in various occupations in each of the 87 mills which were working in Ahmedabad City in May 1934 and even if the required information for such a tabulation were procured and a table was attempted the information would be of little value in the absence of figures for basic rates in each case. Important movements and general

changes in wage levels in Ahmedabad are dealt with in Chapter V at page 73 and it is therefore unnecessary further to dilate on the subject of allowances in the Ahmedabad cotton mills here.

In the Bombay Suburban, Thana, Kolaba and Ratnagiri area there are two large cotton mills in Coorla, one tape mill in Ghatkopar, two small weaving mills and two textile factories. Both the Coorla mills have consolidated allowances with basic rates on the spinning side and they granted 35 per cent. dear food allowance on the weaving side. The Ghatkopar mill gave a 50 per cent. allowance all round. In all the remaining cases all rates and allowances were consolidated. In the four cotton mills in the Ahmedabad and Panch Mahals area all rates are consolidated on the spinning side and basic rates plus a dear food allowance of 18 per cent. is paid on the weaving side in three mills, and of 25 per cent. in the fourth mill. In the Broach and Surat area, one mill had effected consolidation all round. Two other mills had consolidated rates in spinning. In two other mills fixed *moghwari* allowances of Rs. 2-8-0 per month for siders, Rs. 1-8-0 per month for frame tenters and Re. 1 per month for doffers were paid conditionally upon attendance as in the case of the Ahmedabad mills. On the weaving side two mills gave an allowance of two and a half annas in the rupee on basic rates.

There is no uniform policy regarding dear food allowances in the six mills in the East and West Khandesh area. During the census year one mill had consolidated rates in spinning and gave an allowance of 30 per cent. in weaving. Another gave a dear food allowance of five annas and six pies in the rupee all round. A third gave thirty per cent. to time workers and forty per cent. to piece workers. A fourth mill consolidated time rates in 1927 and gave 37½ per cent. allowance to piece rated workers. The last mill gave 27½ and 35 per cent. respectively to time and piece workers. In the one cotton mill in the Poona, Nasik and Ahmednagar area time rates are consolidated and an allowance of 80 per cent. was paid in weaving but gross earnings were subject to deduction by 12½ per cent.

In the cotton textile mills in Sholapur City allowances of 15 per cent. to time workers and of 30 per cent. to piece workers were granted in April 1920. These were raised to 30 and 35 per cent. in November of the same year but frame and ring jobbers got 15 per cent. in April and 20 per cent. in November. Theoretically these percentage allowances continue till to-day but a general cut of 12½ per cent. on the gross earnings from basic rates plus allowances was imposed in January 1934 with the proviso that those earning Rs. 13-8-0 or less for a full working month were to be exempted from the cut. The Sholapur City mills however grant what is called a grain allowance in addition to cash allowances. All workers who do not lose more than four days attendance in any one month are permitted to buy a certain quantity of grain for which a deduction is made from their wages. The quantities of grain and the amounts deducted vary slightly—the most predominant being 18 seers of jowari and two seers of turdal for which a deduction of Rs. 2

is made. During periods of high prices this allowance has been of material benefit to those workers whose attendance has been fairly regular because the value of the amount of grain given was at one time in 1920 as high as over eight rupees.

In the four cotton mills in the Sholapur and Satara area excluding those in Sholapur City there is no uniformity in the matter of allowances. One mill in Barsi followed the practice in the mills in Sholapur but instead of granting a grain allowance in grain a cash allowance of Rs. 1-8-0 per month was given. In another mill the allowances in May 1932 were fixed according to earnings: those earning under Rs. 5-2-0 per month getting 20 per cent., those earning between Rs. 5-3-0 and Rs. 16-8-0, 15 per cent. and those earning over Rs. 16-8-0 getting 10 per cent. In a third mill an increase was granted in 1931 on the basis of a bonus on production. In three mills in the Belgaum, Bijapur, Dharwar and Kanara area all rates are consolidated and two mills grant a percentage dear food allowance on the spinning side.

Bonuses.

Out of the 57 cotton textile mills covered by the census in Bombay City, 47 or over 80 per cent. reported that they did not grant bonuses of any kind to their workers. Of the remaining ten mills, two granted an efficiency bonus, six a good attendance bonus and the remaining two gave both types of bonuses to certain categories of their workers. In the case of the efficiency bonus one mill gave amounts of Rs. 5 and Rs. 10 to each line jobber in the weaving shed according to production. In the same mill supervisors and head jobbers were granted efficiency bonuses on a graduated scale from 61 per cent. upwards. The second mill gave efficiency prizes. In the mill which gave both types of bonuses a bonus of Re. 1 per week is given to workers in the frame department for turning out a specified number of hanks. In the six mills which granted good attendance bonuses the practice varies. One mill gave a good attendance bonus of Rs. 5 per month to all jobbers on the spinning side who did not miss more than two days in a month. Doffer jobbers in another mill were paid four annas per head for each doffer boy working under them who had put in twenty days attendance in the month. The following table sets out the weekly good attendance bonuses paid to different categories of work-people in each of the six mills in which such bonuses were paid to certain groups of workers.

Details of Weekly Good Attendance Bonus in Mills in Bombay City.

Occupations.	Amount of bonus for full attendance in the week in					
	A mill.	B mill.	C mill.	D mill.	E mill.	F mill.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1. Strippers and Grinders	..	..	..	..	0 4 0*	..
2. Drawing Tenters ..	0 4 0	0 4 0	..	..	0 4 0*	..
3. Slubbing Tenters ..	0 8 0	0 8 0	..	..	0 8 0†	..
4. Inter Tenters ..	0 8 0	0 8 0	..	..	0 8 0†	..
5. Roving Tenters ..	0 8 0	0 8 0	..	..	0 8 0†	..
6. Siders	..	..	..	..	0 8 0†	0 4 0
7. Doffer Boys ..	..	..	..	0 4 0	0 4 0*	0 2 0
8. Doff Carriers ..	..	..	..	..	0 4 0*	..
9. Followers ..	..	..	0 2 0	..	0 8 0†	..
10. Wrapping Boys ..	..	..	..	..	0 8 0†	..
11. Doubling Siders ..	..	..	..	..	0 8 0†	..
12. Oilers in the Blow Room, Card, Frame and Spinning Department.	..	..	..	..	0 8 0†	..

* This is granted even if a worker is absent for one day in the week.

† The amonnt of bonus is reduced to as. 4 if a worker is absent for one day in the week.

In cotton mills in Ahmedabad, both good attendance and efficiency bonuses were reported as being paid in most mills. As far as efficiency bonuses are concerned 72 out of 87 Mills stated that they gave bonuses for good work in weaving. The bonus most commonly granted was four annas per loom per week (or eight annas per loom per *hapta*). Three mills granted efficiency bonuses in the winding section ; one mill in the mule spinning section and one mill in the knitting department. In all cases the earning of the bonus is dependant on the attainment of specified percentages of efficiency. Seventy-nine of the 87 mills which granted good attendance bonuses gave them mostly in the ring spinning department to siders and doffers and to workers in the frame department. The predominant rate of this bonus is Re. 1 per *hapta* of 16 days for siders and frame workers and eight annas per *hapta* for doffers. In calculating the bonus, the 16-day *hapta* is divided into two

periods of eight days each and if a worker misses even a day in either of the two periods he loses half his *hapta* bonus for that period. It is important to remember that these good attendance bonuses are additional to the *moghwari* allowances granted to siders and doffers in the Ahmedabad mills which are also dependant on good attendance. One mill reported that the normal day shift rates of good attendance bonus were increased by 25 per cent. for workers in the night shift. Sweepers, waste pickers, winders, weavers and knitters are some of the additional occupations in which certain mills grant good attendance bonuses.

In cotton mills in Sholapur City only one mill grants an efficiency bonus at the rate of one rupee per month to Double Frame Roving Tenters if the efficiency per frame exceeds 85 per cent. In two mills weavers on dobby looms weaving plain cloth are paid a special bonus of three annas per day to compensate them for lower earnings. Good attendance bonuses are much more generally paid and the following table sets out the occupations in which they are given and the amounts paid.

Table showing Particulars of Good Attendance Bonuses paid in Cotton Mills in Sholapur City.

Occupation.	Particulars of Bonus.	Number of mills paying it.
Reelers ..	.. 1 anna daily ..	.. 5 mills.
„ ..	.. 8 annas fortnightly..	.. 4 „ (in addition to daily bonus).
Grey Winders ..	.. 4 „ per week ..	.. 2 „
„ „ ..	.. 2 „ „ „ ..	.. 1 mill.
Drum Winders ..	.. 2 „ „ „ ..	.. 2 mills.
Winders ..	.. 8 „ „ month	.. 1 mill.
„ ..	.. 1 anna daily and 8 annas fortnightly.	1 „
Siders ..	.. Re. 1 for full month and 8 annas for four days' absence.	1 „
„ ..	.. Re. 1 fortnightly ..	.. 3 mills.
Tarwallas ..	.. 8 annas per week ..	.. 1 mill.
„ ..	.. 4 „ „ „ ..	.. 2 mills.
Doffers ..	.. 4 „ „ „ ..	.. 3 „
„ ..	.. 2 „ „ „ ..	.. 1 mill.
Drawers and Reachers	.. 4 „ „ „ ..	.. 3 mills.
Doublers ..	.. 8 „ „ „ ..	.. 1 mill.
Dye House Coolies ..	.. Re. 1 per month ..	.. 3 mills.
„ „ Boys ..	.. 4 annas fortnightly..	.. 1 mill.
Half Timers (Children)	.. 1 anna 6 pies daily..	.. 1 „

In cotton mills in the remaining areas of the Presidency, mills in the Ahmedabad, Kaira and Panch Mahals area and in the Broach and Surat area pay efficiency bonuses of four annas per loom per week in the same way as in mills in Ahmedabad. Two mills in Barsi Town in the Sholapur and Satara area pay good attendance bonuses of four annas per week to siders, two annas per week to doffers and one anna per week to half time children. One mill in the Belgaum, Dharwar and Bijapur area gives a production bonus to jobbers and mukkadams in certain sections on the spinning side. Apart from the instances cited,

no other mills outside the cities of Bombay, Ahmedabad and Sholapur give bonuses of any kind. Bonuses are also absent in cotton textile factories other than mills but in a few cases some of these factories give small presents in cash or in kind to deserving workers at Diwali (the Hindu Commercial New Year).

Overtime.

The term " overtime " in general parlance is applied to all extra time put in by a worker outside his normal specified daily hours of work. In England, where there is no statutory regulation of hours of work, all time put in by a worker outside his daily specified hours of work is remunerated at higher rates which vary according to whether the overtime was worked immediately prior to normal starting, during the luncheon hours, immediately after closing, during the late evening, at night, in the early morning or on a Saturday afternoon, a Sunday or a holiday. For work during certain hours and on holidays overtime rates in some cases are higher than double ordinary normal rates. There is no question of working a specified number of hours in a week before overtime is paid for extra hours on any one day in the week.

In India, the Indian Factories Act, 1911, as modified by several amending Acts, which was in force during the period covered by the General Wage Census, required that where any worker or groups of workers were exempted from the operation of the statutory limitation of a sixty-hour week, such worker or workers as were employed for more than sixty hours in any one week should be paid, in respect of the overtime, at a rate which should not be less than one and a quarter times the rate at which he or they were normally paid. Special registers were required to be maintained of all overtime worked in every week beyond the statutory limit of 60 hours by persons in exempted occupations. No overtime was permissible in respect of persons employed in non-exempted occupations in factories—such as almost all workers in most occupations on the process side in textile factories in the Bombay Presidency—which worked a six-day week of ten hours each ; and, from the legal point of view, there would be no overtime at all for such persons. As a natural corollary there would be no legal overtime for persons employed in non-exempted occupations in factories or departments of factories such as the mechanical sections of textile mills working a shorter week than a 60-hour week if the 60-hour limit is not exceeded. No special overtime records were, therefore, required to be maintained in respect of the extra time put in by such persons.

No satisfactory statistics are available with regard to overtime in its ordinary sense because the majority of the concerns which supplied information on this subject in the General Questionnaire confused legal overtime with ordinary overtime and *vice versa*. Concerns which called upon workers to put in compensatory time reported that no overtime was worked. The majority of the concerns which furnished figures (many did not) only gave figures for legal overtime. Others combined both ordinary and legal overtime. No attempt has therefore been made to give detailed statistics.

Pay Periods and Waiting Periods.

In all the 57 cotton textile mills in Bombay City which were working in October 1934 when the census for the cotton mills in Bombay was held, payment of wages was made on the basis of the English calendar month. Pay day was generally the second Saturday in the month following that for which wages were paid. This, in other words, meant that there was a lapse of ten to fourteen days between the end of the pay-period and actual disbursement of wages. If the Bombay Millowners' Association's list of pay days are studied for the four years 1932 to 1935 we get the following frequency of dates : on the 6th of the month following the month for which wages are paid, once ; on the 8th, five times ; 9th, 8 times ; 10th, 4 times ; 11th, 9 times ; 12th, 6 times ; 13th, 8 times ; and the 14th, 7 times. As far as the 27 cotton factories other than mills in Bombay City are concerned, the following table sets out complete information on the subject.

Statistics relating to Pay-Periods and Waiting Periods in cotton factories other than mills in Bombay City.

Number of days between end of pay-period and payment.	Number of units.	Number of workers.
Where wages are paid monthly.		
Second day to five days	2	24
Six to 10 days	4	892
11 to 15 days	14	2,001
16 to 20 days	2	92
21 to 30 days	1 and 1 partly	324
Where wages are paid bi-monthly.		
11 to 15 days	1	54
Where wages are paid weekly.		
Last day or next working day	1	15
Six to 10 days	1 partly	40

In cotton mills in Ahmedabad City there were no fewer than six different wage-periods for different groups of workpeople.

The following table sets out the complete statistics on the subject with number of workers affected in each case.

Table showing the number of workers classified according to different pay-periods and the number of days elapsing between the end of pay-period and payment in the Ahmedabad Cotton Mills.

Number of days elapsing between the end of pay-period and payment.	Number of workers.	Percentages.
Where wages are paid monthly.		
Nine days after wages become due	525	2·7
10 ,, ,, ,, ,, ...	189	1·0
14 ,, ,, ,, ,, ...	4,461	22·8
15 ,, ,, ,, ,, ...	8,483	43·4
16 ,, ,, ,, ,, ...	512	2·6
17 ,, ,, ,, ,, ...	1,692	8·7
18 ,, ,, ,, ,, ...	2,358	12·1
19 ,, ,, ,, ,, ...	596	3·0
20 ,, ,, ,, ,, ...	483	2·5
25 ,, ,, ,, ,, ...	243	1·2
Total ..	19,542 (23·3 per cent. of total)	100
Where wages are paid on the basis of 16-day haptas.		
7 days after wages become due	2,247	6·8
8 ,, ,, ,, ,, ...	14,079	42·5
9 ,, ,, ,, ,, ...	10,794	32·6
10 ,, ,, ,, ,, ...	6,013	18·1
Total ..	33,133 (39·6 per cent. of total)	100
Where wages are paid on the basis of 14-day haptas.		
5 days after wages become due	480	1·7
6 ,, ,, ,, ,, ...	18,045	62·4
7 ,, ,, ,, ,, ...	6,954	24·1
8 ,, ,, ,, ,, ...	3,132	10·8
14 ,, ,, ,, ,, ...	291	1·0
Total ..	28,902 (34·5 per cent. of total)	100

Number of days elapsing between the end of pay-period and payment.	Number of workers.	Percentages.
Where wages are paid bi-monthly.		
4 days after wages become due	62	4·2
6 ,, ,, ,, ,, ...	104	7·0
7 ,, ,, ,, ,, ...	845	56·9
8 ,, ,, ,, ,, ...	285	19·2
9 ,, ,, ,, ,, ...	188	12·7
Total ..	1,484 (1·8 per cent. of total)	100
Where wages are paid on the basis of 8-day haptas.		
First day after wages become due	12	2·6
2 days after wages become due	50	11·0
3 ,, ,, ,, ,, ...	17	3·7
4 ,, ,, ,, ,, ...	251	54·9
5 ,, ,, ,, ,, ...	127	27·8
Total ..	457 (0·5 per cent. of total)	100
Where wages are paid weekly or on the basis of 7-day haptas.		
First day after wages become due	15	0·4
2 days after wages become due	24	8·9
3 ,, ,, ,, ,, ...	59	21·9
4 ,, ,, ,, ,, ...	127	47·2
5 ,, ,, ,, ,, ...	42	15·6
6 ,, ,, ,, ,, ...	16	6·0
Total ..	283 (0·3 per cent. of total)	100
Irregular pay-period	18	

It will be seen that 33,133 workers or 39·6 per cent. of the total labour force employed in the Ahmedabad cotton m lls are paid on the basis of 16-day *haptas* and that 28,902 or 34·5 per cent. are paid for 14-day *haptas*. Monthly paid workers total 19,542 or 23·3 per cent. of the whole labour force. There was no uniformity in any of the Ahmedabad mills with regard to the dates of the beginning and the ending of the *haptas*. These varied not only between mill and mill but also between department and department in individual mills and the common saying that an Ahmedabad mill pays out wages to one group of workers or another every working day in the month is more or less correct in respect of most of the bigger mills.

Similar statistics relating to cotton mills and factories in the other eight areas of the Presidency are reproduced in tabular form below.

Statistics of Wage Periods and Dates of Payment in Areas other than Bombay and Ahmedabad.

Number of days elapsing between the end of pay-period and payment.	Number of units.	Number of workers.
Bombay Suburban, Thana, Kolaba etc.		
Where wages are paid monthly—		
Last day or next working day	1 and 1 partly ..	155
10 to 15 days	5 ..	6,093
Where wages are paid bi-monthly—		
Last day or next working day	1 partly ..	31
Ahmedabad, Kaira and Panch Mahals.		
Where wages are paid monthly—		
10 to 15 days	2 partly ..	1,088
21 to 25 days	1 partly ..	1,023
Where wages are paid bi-monthly—		
6 to 10 days	2 partly ..	185
Where wages are paid on the basis of 14-day haptas—		
6 to 10 days	3 partly ..	1,484
Broach and Surat.		
Where wages are paid monthly—		
10 to 15 days	1 and 1 partly ..	285
21 to 25 days	1 partly ..	1,748
Where wages are paid bi-monthly—		
6 to 10 days	1 ..	394
15 to 20 days	1 partly ..	147
Where wages are paid on basis of 14-day haptas—		
10 to 15 days	2 partly ..	816
East and West Khandesh.		
Where wages are paid monthly—		
15 to 20 days	3 and 1 partly ..	5,785
20 to 25 days	1 ..	2,400

Number of days elapsing between the end of pay-period and payment.	Number of units.	Number of workers.
Where wages are paid weekly—		
Last day or next working day	1 partly ..	135
Poona, Nasik and Ahmednagar.		
Where wages are paid monthly—		
10 to 15 days	1 ..	895
Sholapur City.		
Where wages are paid monthly—		
Second day to 5 days	1 partly ..	108
10 to 15 days	2 and 1 partly ..	11,585
16 to 20 days	2 ..	6,162
Sholapur and Satara.		
Where wages are paid monthly—		
10 to 15 days	1 partly ..	26
	1 ..	123
15 to 20 days..	1 ..	398
20 to 25 days..	2 ..	1,544
Belgaum, Dharwar, Bijapur and Kanara.		
Where wages are paid monthly—		
10 to 15 days	5 ..	5,757

It will be seen that mills in the Ahmedabad, Kaira and Panch Mahals and the Broach and Surat areas closely follow the practice in the mills in Ahmedabad City and that they have varying wage-periods for different groups of workpeople. In one case in the Bombay Suburban, Thana, Kolaba and Ratnagiri area wages are paid partly on the bi-monthly system and in one case in the East and West Khandesh area wages are paid weekly to 135 workers. Mills in Sholapur City and in all the remaining areas of the Presidency follow the practice of Bombay *in toto* and all wages are paid monthly. The number of days elapsing between the close of the month and actual pay day was as high as 25 in many cases.

The following two tables set out the above statistics in a summary form for the whole Presidency. Whereas the figures for textile factories other than mills in Bombay City are shown separately, the figures for the six small textile factories in Ahmedabad and for the two factories in the Bombay Suburban, etc., area are included in the general "area" figures for these areas.

Table showing the number of workers in the Cotton Textile Industry in the Bombay Presidency classified according to different pay-periods.

Area.	Number of workers who are paid on the basis of the following pay-periods.			
	Month.	Bi-monthly.	16-day hapta.	14-day hapta.
1. Bombay City — Cotton Mills ..	1,23,293	..	..	..
1. Bombay City — Other Factories.	3,333	54	..	..
2. Bombay Suburban, Thana, Ratnagiri and Kolaba.	6,248	31	..	..
3. Ahmedabad City	19,542	1,484	33,133	28,902
4. Ahmedabad, Kaira and Panch Mahals.	2,111	185	..	1,484
5. Broach and Surat ..	2,033	541	..	816
6. East and West Khandesh ..	8,185	..	..	..
7. Poona, Nasik and Ahmednagar.	895	..	..	..
8. Sholapur City	17,855	..	..	..
9. Sholapur and Satara ..	2,091	..	..	..
10. Belgaum, Dharwar, Bijapur and Kanara.	5,757	..	..	..
Total ..	191,343	2,295	33,133	31,202
Percentage to total ..	73·90	0·89	12·80	12·05

Area.	Number of workers who are paid on the basis of the following pay-periods.			
	8-day hapta.	Week.	Irregular periods.	Total.
1. Bombay City — Cotton Mills ..	..	..	..	1,23,293
1. Bombay City — Other Factories	..	55	..	3,442
2. Bombay Suburban, Thana, Ratnagiri and Kolaba.	..	..	..	6,279
3. Ahmedabad City	457	283	18	83,819
4. Ahmedabad, Kaira and Panch Mahals.	..	..	..	3,780
5. Broach and Surat	..	..	..	3,390
6. East and West Khandesh	..	135	..	8,320
7. Poona, Nasik and Ahmednagar ..	..	..	..	895
8. Sholapur City	..	..	..	17,855
9. Sholapur and Satara	..	..	..	2,091
10. Belgaum, Dharwar, Bijapur and Kanara.	..	..	..	5,757
Total ..	457	473	18	2,58,921
Percentage to total ..	0·17	0·18	0·01	100·00

Table showing the number of workers in the Cotton Textile Industry classified according to different pay-periods and the number of days elapsing between pay-period and payment.

Number of days between end of pay-period and payment.	Pay-periods.			
	Monthly.	Bi-monthly.	16-day hapta.	14-day hapta.
Last day or next working day ..	155	31	..	..
Second day to five days ..	132	62	..	480
Six to 10 days	1,632	2,001	33,133	29,615
11 to 15 days	164,064	54	..	1,107
16 to 20 days	18,078	147	..	..
21 to 30 days	7,282	..	..	..
Not specified	....	....	..	..
Total ..	191,343	2,295	33,133	31,202

Number of days between end of pay-period and payment.	Pay-periods—*concld.*			Total.	Percentage to total.
	8-day hapta.	Weekly.	Irregular.		
Last day or next working day ..	12	165	..	363	0·14
Second day to five days ..	445	252	..	1,371	0·53
Six to 10 days	..	56	..	66,437	25·66
11 to 15 days	..	..	..	165,225	63·81
16 to 20 days	..	..	..	18,225	7·04
21 to 30 days	..	..	..	7,282	2·81
Not specified	..	..	18	18	0·01
Total ..	457	473	18	258,921	100·00

The figures in the above two tables show that the wage-period of nearly 75 per cent. of the quarter million and odd workpeople employed in the textile cotton industry in the Bombay Presidency was a calendar month and that a little more than 12 per cent. in each case were paid on the basis

of periods of 16 and 14 days respectively. As far as payment of wages was concerned, 63·81 per cent. of the total labour force employed in the industry had to wait for 11 to 15 days before they were paid and 25·66 per cent. received payment within ten days. Only a little more than ten per cent. were required to wait for periods longer than fifteen days.

The figures relating to the periods that elapse before wages are earned and paid are now only of historical interest. Under the Payment of Wages Act, which came into force from March 28th 1937, wages must be paid within a certain fixed period as follows :—

(1) In any railway, factory or industrial establishment in which less than one thousand persons are employed.	Before the expiry of the seventh day ;
(2) Any other railway, factory or industrial establishment.	Before the expiry of the tenth day after the last day of the wage-period in respect of which the wages are payable.

ADVANCES.

It is remarkable that although the large majority of the workpeople in cotton textile mills in Ahmedabad City are paid wages either "fortnightly" or for shorter periods ; that is to say, for *haptas* of 7, 8, 14, 15 and 16 days as we saw in the last section ; 80 out of the 87 mills in that centre grant advances against earned wages as against 22 out of 57 mills in Bombay City where wages are paid monthly. Thirty-four mills in Bombay City reported that no advances are granted. In four cases advances are only given in exceptional circumstances. In three cases no interest was charged. In fifteen cases in which interest was levied the rate was 2 pies in the rupee per month in one case, a quarter anna in the rupee per month in eleven cases and a half anna in the rupee per month in three cases. The percentage interest varied according to the date when the advance was given and in the last case might amount to as high as 150 per cent. per annum or more if the advance was given on the 25th of a month or later. One mill granted advances in the form of grain. Two other mills which did not grant advances themselves permitted authorised money-lenders to do so on the mill premises. The rate of interest charged in such cases was one anna in the rupee per month. One group of mills permits advances from the provident fund accounts of those workers who subscribe to the fund. The interest charged is four per cent. but it is "loans" rather than advances against earned wages that is indicated in this case. Except in the case of one mill where the interest charged on advances was utilised for granting pensions and gratuities in deserving cases, it was appropriated to the credit of general revenue in all other cases. In the case of the 27 textile factories in Bombay City, 9 granted no advances and two did so only sometimes and then without interest. In sixteen cases where advances were regularly given fourteen charged no interest. The remaining two did so at rates of a quarter and a half anna in the rupee per month respectively.

Out of the 80 mills in Ahmedabad City which gave advances forty did so only at festivals or in special cases. In forty-seven cases in all no interest was charged. Interest in the remaining thirty-three cases was charged as follows :—3 pies per rupee per month—2 cases ; 3 pies per rupee per *hapta*—14 cases; 3 pies per rupee per week—2 cases; 6 pies per rupee per *hapta* or per month dependant on the worker being a *hapta* or a monthly worker—2 cases ; 12 per cent. per annum—2 cases ; 6 per cent. per annum—1 case ; 1½ pies per rupee per *hapta*—1 case ; 1 anna per rupee per month—3 cases ; and "moderate rates"—6 cases. Among mills in Sholapur three granted no advances and two did so only at festivals and in emergent cases. In the remaining twenty-seven mills in the seven other areas of the Presidency, seven granted no advances and two submitted no information on the subject. Two granted them only on occasions and without interest. Ten charged no interest. In six cases where interest was charged, it was a quarter anna in the rupee in two cases, half an anna in the rupee in one case and 1½ per cent. per month in three cases.

Methods of Wage Calculation.

The methods adopted in calculating earnings, especially from monthly rates of pay, are of an exceedingly complex character. Although no hourly rates are to be found in any concern in the cotton textile industry—some progress has been made in the adoption of such rates in the engineering industry—there is no particular difficulty in calculating earnings from these rates, for whatever the pay period, a worker gets his pay for the total number of hours he puts in. Next in order comes the daily rate. Here also no special difficulty is experienced in cases where the daily hours are the same for all the days in the week, as all daily-rated workers receive pay for the actual number of days put in. Difficulties in connexion with daily-rated workmen arise, however, when a short Saturday is worked. Where mills work a short Saturday the hours lost on Saturdays are made up by working extra time within the statutory daily limits of hours of work from Mondays to Fridays. And, as the weekly hours in all such cases are the maximum statutory hours permissible under the Indian Factories Act, no variation is made in the daily time rates for Mondays to Fridays and Saturdays. Payment on piece prices is on a par with hourly rates because a piece priced worker receives payment on the basis of his production irrespective of actual time worked.

As far as time rates of wages are concerned, almost all cotton textile mills and factories in the Bombay Presidency have daily rates for certain categories of workers and monthly rates for others. In all cases of daily rates, the workers concerned receive their pay for the number of days put in. But where the rate is a monthly rate or a *hapta* rate several difficulties are experienced in its method of calculation. The most equitable method appears to be one where the monthly rate is divided by the number of working days in the month and multiplied by the number of days actually worked. For example, in the case of a monthly

rate of Rs. 45, the earnings accruing to a worker on this rate who puts in 23 out of a possible 27 working days in any particular month would be Rs. $\frac{23 \times 45}{27}$. This method is popularly known as "calculation on the basis of working days" and 41 out of the 57 cotton mills covered by the census in Bombay City, 11 cotton textile factories in Bombay City, all cotton mills in Sholapur and 12 mills in the other areas of the Presidency excluding Ahmedabad City follow it. Twelve mills in Bombay City calculate earnings from monthly rates on the basis of 26 working days and the denominator in the fraction cited above is 26. That is to say if workers put in 27 working days in a 31-day month, they receive 1/26th of the monthly pay over and above the monthly rate. In all cotton mills in Ahmedabad City and in all the other remaining mills and factories in Bombay and in the other areas of the Presidency various conditions are attached to the earning of a hypothetical pay for Sundays and holidays. In all such cases the monthly rate is divided by the number of days in the particular month for which the calculations are made. The result is a daily rate for both working days and for Sundays and holidays. In 42 mills and five cotton factories in Ahmedabad City, in three mills and nine cotton factories in Bombay City and in eleven mills in the other areas of the Presidency, the Sunday is paid for only if the worker concerned is present both on Saturday and Monday. In 30 mills in Ahmedabad and in 12 mills in the other areas the Sunday is paid for if the worker is present either on the preceding Saturday or on the following Monday or on the preceding Saturday alone. In 13 mills in Ahmedabad and in two mills in the other areas, pay for Sunday is allowed if permission to be absent on the Saturday or the Monday has been previously asked for and granted. One mill in Ahmedabad only pays for half the number of holidays in the pay period and in this case if a worker puts in full time for 27 working days in a 31-day month he can only receive $\frac{29}{31}$ of his monthly rate. In another mill in Ahmedabad, the Sunday is only paid for if a worker is present on the eight working days preceding the Sunday and also on the eight working days following it. In two mills in the Belgaum, Bijapur, Dharwar and Kanara area and in one cotton factory in Bombay City no Sundays and holidays are paid for and in such cases the monthly rate becomes a purely fictitious one because it can never be earned, the formula for calculation being $\frac{\text{number of days worked} \times \text{monthly rate}}{\text{number of days in the month.}}$ In the case of another mill in the Sholapur and Satara area, pay for Sundays and holidays is given after 6 months on the basis that pay for each holiday is forfeited for each day's absence during the half year.

Under the Indian Factories Act no person is allowed to be employed in any factory on a Sunday unless he has had a holiday for a whole day on any of the three days preceding a Sunday or on any one of the three days succeeding that Sunday. Substitution of any other day for a Sunday is permitted; and exemptions, except in the case of children,* are granted under certain conditions. These provisions, in short, are

* Prior to the amendment of the Factories Act in 1934, a "child" was defined as a person who was under the age of fifteen years. The Factories Act, 1934, defines a "child" as a person who has not completed his fifteenth year.

intended to ensure one day's rest in every week for all non-exempted factory workers. In view of these provisions there can, technically, be no pay for Sundays or for other substituted holidays. In spite of this, however, all mills in Ahmedabad and the majority of the mills in areas other than the Cities of Bombay and Sholapur calculate the earnings of their monthly rated workers on the basis of all the days in the month including Sundays and the majority of these lay down conditions which are tantamount to a conversion of that part of a worker's monthly rate which is represented as pay for Sundays into good attendance bonuses to be paid according to whether the worker attends on a preceding Saturday or on a following Monday or on both or on other conditions. *Hapta* paid workers in the Ahmedabad mills are treated in a similar manner. The endeavour to treat a part of a monthly rate as a good attendance bonus is understandable but to deduct pay for Sundays and holidays irrespective of any conditions is not.

Unauthorised Absence.

The subject-matter of this section has already been covered to some extent in the preceding section which describes the methods adopted by different cotton mills and factories in making deductions from the pay of monthly rated workers in respect of absences from work. The present section specifically outlines the additional measures which are taken for dealing with absence without leave.

A few years ago the system of *double khadda* (forfeiting two days' pay for each day of absence) was widely prevalent in cotton mills outside Bombay City and particularly in mills in the City of Sholapur. Insistent demands by the workpeople for the abolition of the system has led to its abandonment in most mills in all centres of the industry. Relics of the system are, however, still to be found and four textile mills in Ahmedabad City reported that they followed it. The existing practice for dealing with absence without leave varies widely from mill to mill and there is no uniform method for any particular centre. In all cases pay is given only for work. In other words *pro rata* deductions are made for all absences from work. In most cases, the good attendance bonuses wherever paid are of course forfeited.

Rule No. 21 of the Standing Orders which were uniformly in force in almost all mills in Bombay City provided that operatives who remained absent without leave for more than three days without sufficient cause would, ordinarily, be fined. But only twelve mills in Bombay City reported that this rule was followed. Twenty-four mills stated that they gave pay for work and presumably no additional penalty was inflicted for absence without leave. In seven cases workers were warned and in five other cases dismissal followed warning if absences were habitual. One mill reported that if any worker remained absent without leave for more than three consecutive days he was dismissed. Two mills resorted to suspension for varying periods. In textile factories which had no standing orders for operatives " pay for work " appeared to be the most prevalent practice.

Very few cotton mills outside Bombay City had laid down rules of conduct or standing orders for their operatives during the census year but in future all factories which desire to inflict monetary penalties on any of their workpeople will be required by the Payment of Wages Act to frame definite rules specifying the fines to be inflicted. In the absence of any definite guide in the matter, different mill managements in Ahmedabad and in the other areas followed different methods in dealing with absence without leave. One mill in Sholapur reported that every worker who remained absent without leave was suspended for one day for each day's absence. In another mill in Sholapur all operatives who remained absent for eight days or more without leave automatically lost their jobs which were filled by the appointment of others. One mill in Ahmedabad reported that payment of wages due to those who remained absent without leave was delayed. In the case of two other mills in Ahmedabad operatives remaining absent were shut out altogether until such time as vacancies occurred in the departments concerned. Fines were resorted to in most cases and in cases where workpeople were habitually absent from work without leave they were liable to dismissal.

Late Attendance.

Regularity of attendance and punctuality are matters of considerable importance in industries, such as the engineering, where temporary substitution in the case of casual absentees is difficult owing to the individual and highly skilled character of the work to be done ; and, as we saw in the report dealing with wages and conditions of employment in the engineering industry, most of the larger engineering concerns had framed stringent rules for enforcing both regularity and punctuality. In the textile industries there is a considerable amount of substitution for workers who are temporarily absent but the rules with regard to late attendance are directed more to laying down periods of grace rather than for enforcing punctuality. It is important to remember that all workers on piece prices receive payment only on the basis of quantities produced. On the other hand workers on time rates are due to receive full wages at the specified rates for time put in. A worker who is late may therefore be paid his full daily rate, or the daily rate less a *pro rata* cut for the time he actually loses, or the rate less the amount of a fine. In 22 mills in Bombay City the periods of grace before late comers are shut out for the whole day are five minutes in three cases, ten minutes in eight cases, fifteen minutes in nine cases, and fifteen to thirty minutes in two cases. In the case of fourteen mills workers who are admitted after ten minutes' grace lose a quarter day's pay. In two other cases a quarter day is cut after a period of grace of 30 minutes. Two mills just pay *pro rata* but five other mills impose fines in addition to *pro rata* cuts. The remaining mills have a combination of one or more of the methods detailed above. In textile factories in Bombay City 20 concerns just pay *pro rata*, two shut workers out after 10 and 15 minutes' grace respectively ; three either impose fines or cut a quarter day's pay and in the remaining two cases late comers are just " warned".

In mills in Ahmedabad workers are shut out for the whole day after periods of grace of 10 minutes (12 cases), 15 (2 cases), and 30 minutes (5 cases) and for the half day after periods of grace of 5 (one case), 10 (20 cases), 15 (2 cases) and 30 minutes (13 cases). Eleven mills cut a half day's pay if a worker is admitted after the first roll call. Four mills just cut *pro rata* and two mills impose fines. The remaining mills have varying forms of dealing with the matter. In Sholapur, in two mills under the same management 15 minutes' grace is allowed after which if a worker is admitted he loses a quarter day's pay and has to pay a fine in addition. In two other mills workers are shut out completely after 10 and 15 minutes' grace respectively. In the last mill 10 minutes' grace is allowed and if a worker is then admitted he is fined one anna. As it would be too tedious to describe the varying practices which prevail in the mills and factories in the other areas of the Presidency it may just be stated that these adopt one or the other of the methods to be found in Bombay, Ahmedabad or Sholapur.

Disciplinary Rules.

Prior to the year 1929 individual mills in Bombay had their own rules. In 1928, the Millowners' Association, Bombay, proposed to introduce a uniform set of standing orders or rules of conduct for operatives in all mills in the City of Bombay. The draft rules framed by the Association were referred by the Government of Bombay, *inter alia*, to the Bombay Strike Enquiry Committee appointed by Government in October of that year to enquire into and report on certain phases of disagreement between the employers and the workmen which had led to the disastrous general strike lasting from April to October of the same year. These draft standing orders are discussed at great length (pages 13 to 58) of the Strike Enquiry Committee's report and the Committee recommended the adoption of a set of rules as finally framed by them and printed in Appendix III at pages 180 to 187 of their report. The Millowners' Association, Bombay, decided to accept the Committee's draft subject to a few verbal alterations and the majority of the mills in Bombay adopted these rules. When the general wage census was conducted in 1934, 44 out of the 57 reporting mills stated that they had adopted the Association's Standing Orders. Eight mills reported that they had their own rules which had been framed on the basis of the Millowners' rules and five reported that they had no rules.

In view of the coming into operation of the Payment of Wages Act in March 1937 it was necessary for the Millowners' Association to revise their existing standing orders in order to make them conform to the requirements of the Act. The Association accordingly compiled a fresh set of rules which are reproduced in Appendix F at pages 260 to 263 of the General Appendix at the end of this report.

Fifty-one out of the 87 reporting mills in Ahmedabad stated that they had no rules of conduct for their operatives and that all fines and penalties were inflicted according to custom and usage. Ten mills reported that they had some customary rules but that they relied more

on usage. Only 23 mills reported that they had framed some rules. Of these, 12 submitted copies. These contain lists of offences for which workers are liable to fines and/or dismissal and provide, *inter alia*, for one week's wages being held by the employer as a deposit. Only two out of the five reporting mills from Sholapur City stated that they had framed rules of conduct for their operatives. These rules were modelled on the basis of the standing orders of the Millowners' Association, Bombay. Out of the thirty textile mills in the rest of the Presidency, 20 mills had no rules and eight mills reported that they had the " usual customary rules ". In the remaining two cases the mills had adopted the Standing Orders of the Millowners' Association, Bombay. Four out of the 35 perennial cotton textile factories had also adopted the Association's rules. The remaining 31 concerns stated that they had no rules.

In all cases where the rules were printed, they were printed in English and in one or two vernaculars and were prominently posted in the time-keeper's office; and, in some cases, in certain of the more important departments as well. In a few cases signatures or thumb impressions of new workers were taken in special registers testifying to the fact that the rules were duly brought to their notice and explained to them.

Extent of Fining.

With the exception of three cotton textile mills—one each in Bombay, Ahmedabad and Surat—fining is resorted to in all mills in the Bombay Presidency. In the case of four mills fining was restricted to the weaving shed. The total number of cases in which fines were inflicted in all cotton mills in the Bombay Presidency during the particular month for which the census was conducted amounted to 78,719 and the amount recovered in fines was Rs. 35,311-15-8 or 7 annas 2 pies per instance. The figures for individual areas are of interest: Bombay City—number of workers employed, 123,293; number of instances in which fines were inflicted, 38,786; total amount of fines, Rs. 9,899-8-0; and, amount of fine per instance, 4 annas 1 pie. Ahmedabad City—83,679; 30,227; Rs. 21,516-11-11; and 11 annas 5 pies. Sholapur City—17,855; 3,638; Rs. 1,214-12-6; and 5 annas 4 pies. All the remaining seven areas—30,150; 6,068; Rs. 2,680-15-3; and 7 annas 1 pie. While the total amounts of fines for Bombay, Sholapur, and " the remaining areas " are preponderantly for a period of one calendar month, those for Ahmedabad are preponderantly for one *hapta* or for a fortnight. The figures for numbers of cases are not for the numbers of individuals who were actually fined but for the actual number of instances in which fines were inflicted and it is more than probable that in many cases individuals were fined on two or more occasions during the census month. Fining in the weaving department in the Ahmedabad mills used to be, in the case of most mills, in the hands of contractors who employed their own cut-lookers to examine every yard of cloth produced. Payment to the contractors was on the basis of a percentage (varying from six annas to as much as twelve annas

in the rupee) of the fines inflicted. With the coming into effect from the 28th March 1937 of the Payment of Wages Act the system of fining in all factories and particularly in the Ahmedabad mills has had to be completely overhauled to bring the practice of fining to conform with the requirements of the Act which lays down the following restrictions with regard to fining :—

1. No fine should be imposed on any employed person save in respect of such acts and omissions on his part as the employer, with the previous approval of the Local Government or of the prescribed authority, may have specified by notice ;

2. A notice specifying the acts or omissions in respect of which fines may be inflicted is required to be duly posted on factory premises in the prescribed manner ;

3. No fine should be imposed on any employed person until he has been given an opportunity of showing cause against the fine ;

4. The total amount of fines which may be imposed on any employed person in any one wage period should not exceed an amount equal to half an anna in the rupee of the wages payable to him in respect of that wage period ;

5. No fine should be imposed on any person who is under the age of fifteen years ;

6. No fine imposed on any employed person should be recovered from him by instalments or after the expiry of sixty days from the day on which it was imposed ;

7. All fines should be recorded in prescribed registers in the prescribed manner ; and

8. All realisations of fines should be applied only to such purposes beneficial to the persons employed in the factory concerned as are approved by the prescribed authority.

Out of the 35 perennial cotton textile factories other than mills, 29 concerns reported that they did not inflict fines. In the remaining six concerns a total amount of Rs. 5-8-0 was recovered in respect of 19 cases of fining—the incidence working out at 4 annas 8 pies per case.

Although there was no legal limit to fining during the census year, 46 of the 57 reporting mills in Bombay City stated that they had limits beyond which their operatives should not be fined. In the case of 34 mills this was 2 per cent. or 1⅛ per cent. less than that permitted by the Payment of Wages Act. In one case the limit was 4 annas per month, in three cases 8 annas, in four cases Re. 1, in three cases Rs. 3 and in one case 4 per cent. in the weaving department and 2 per cent. in other departments. One mill reported that only nominal fines were inflicted. Nine mills had no limits ; and, as already pointed out above, there was no fining at all in one mill. In the case of Ahmedabad, 81 of the 87 reporting mills stated that they had no limits. In two mills only nominal fines were inflicted and in another there was no fining. In the remaining three cases there was a limit of 5 per cent. in one case and

Re. 1 per *hapta* in two cases. Among the five cotton mills in Sholapur, two mills had a limit of 2 per cent., one of Rs. 2, one of one day's earnings in a month and in the last case 12 annas per loom per month in the weaving department and 2 per cent. in all other departments. Of the 32 mills in the remaining seven areas of the Presidency, there was no fining in one mill; 21 mills had no limits and the remainder had limits varying from " nominal fines " to 10 per cent.

With regard to the question of the disposal of fines, 26 mills in Bombay City, three mills in Sholapur City, one mill in Ahmedabad and five mills in the other areas stated that all fines were credited to the welfare fund (28 cases) or were utilised either for medical aid (five cases) or for the payment of gratuities to deserving workers (two cases). In all the remaining cases fines were either appropriated or as has already been pointed out in the case of Ahmedabad were divided between the contractors' folders and cut-lookers and the mill.

Damaged Material.

Up to the date of the coming into effect of the Payment of Wages Act, 1936, the practice of handing over damaged cloth to the weavers and of recovering its cost from the wages of workers concerned was prevalent in several centres of the cotton textile industry in the Bombay Presidency and particularly so in the mills in Ahmedabad City. The Payment of Wages Act does not now permit of this being done and the question is now only of historical interest. During the census year, however, it was widely prevalent and it is necessary, therefore, to deal with it here owing to the direct bearing it had on the earnings of the workers affected. With regard to the question of the extent to which this practice prevailed in mills in the Bombay Presidency during the census year it is of interest to observe that with three exceptions, all the reporting mills in Ahmedabad followed it. Deductions in respect of the material handed over were made at the mill's regular selling prices in 76 cases and at manufacturing cost in 8 cases. One mill did not follow this practice. In the remaining two cases the mills sold the damaged cloth on behalf of the workmen and debited the difference between the mill's selling price and the amount realised to the weavers concerned. In most cases where this practice existed it was not confined to weavers alone but warpers, sizers, drawers-in and reachers, and cut-lookers and folders were also affected. The total number of individuals in respect of whom such deductions were made during the census period amounted to 10,874, and the total amount recovered was Rs. 30,490-11-1. Of this, Rs. 26,505-3-11 were recovered from 10,309 weavers, Rs. 1,888-13-4 from 249 jobbers and Rs. 2,096-9-10 from 316 workers in other occupations. The wage periods in respect of the jobbers and the workmen in categories other than weaving varied between single to triple *haptas* and varying days in a month to a month. An exact statistical analysis on the basis of a fixed period is therefore not possible by groups and it would be both tedious and unnecessary to attempt this for each occupation affected. The figures relating to weavers alone, however, relate to one *hapta* of 14 days and if the amount of deductions

in respect of damaged material may be taken as a normal average, the total amount recovered from weavers in the mills in Ahmedabad City came to very nearly seven lakhs of rupees per annum. On an earlier enquiry conducted by the Labour Office into this matter the figure for the total deductions under this head was ten lakhs of rupees per year.

This practice of handing over damaged material to the workers has never existed in any of the cotton textile mills in Sholapur City and in some other centres in the Southern Mahratta Country. As far as mills in Bombay City are concerned it was widely prevalent prior to 1933 but at the time of the census only 18 of the 57 working mills reported that they followed it. Deductions were made at mill's selling prices in 15 cases, at cost in two cases and at selling price or cost whichever was less in one case. The total deductions made amounted to Rs. 3,632-1-10 and were recovered from 1,177 individuals. As far as the thirty mills in the remaining seven areas are concerned, 12 mills reported that they did not follow this practice. Of the 18 which did, 16 effected recoveries at selling price and two at cost price. The statistics of the deductions for damaged material for some of the wage census areas relate to periods of one month and in areas in Gujarat to either a month or for *haptas* dependant on the periods according to which the different groups of workers affected were paid. The same reasons which impelled us not to give detailed figures in the case of these deductions in mills in Ahmedabad apply here as well; and it would therefore suffice if we stated that the total amount recovered in mills outside Bombay and Ahmedabad was Rs. 2,630-11-0 from 1,358 individuals.

Superannuation Benefits and Financial Aid.

The cotton textile industry in the Bombay Presidency as compared with the engineering industry makes little provision for superannuation benefits and financial aid for its workpeople, but it must be remembered that the engineering trade contains many establishments run by Government or some public bodies and public utility concerns. Superannuation benefit schemes may be divided into two main types: (1) contributory and non-contributory provident funds; and (2) pensions and retirement gratuities. Provident funds are contributory when both the employed person and the employer subscribe to them. They are non-contributory when the employed persons alone subscribe to them. Whilst it may be compulsory for certain categories of workers employed in concerns having contributory provident funds to subscribe to such funds, non-contributory schemes are optional. The term "pension" applies to a periodical recurring payment made to a worker, after his retirement, generally until his death. A "retirement gratuity", on the other hand, is a lump sum payment made once for all to a worker when he leaves the factory where he is employed for good. Whereas certain categories of workers are entitled to join contributory provident funds and at the same time to receive gratuities on retirement, no groups of workers are entitled to both gratuities and pensions or to the benefits of both contributory provident fund schemes and pensions. Every worker subscribing to a provident fund has the right,

on relinquishing his post, to withdraw that part of the total amount standing at the credit of his account which represents his own subscriptions to the fund and the interest thereon. A worker, however, has no right to that part of the provident fund account which represents the employer's contributions and the interest thereon or to a gratuity or pension unless he puts in a qualifying period of service.

Financial aid in industrial concerns takes the form of sickness and unemployment benefit, grants from mutual benefit schemes and loans either direct from the employers, from the provident fund accounts of those workers who subscribe to them where they exist, or from co-operative credit societies. There are no unemployment benefit schemes in operation either in the cotton textile or in any other industry in the Bombay Presidency.

Sickness and Mutual Benefit Schemes.

Among mills in Bombay City, the Tata Mills have a Sick Benefit Fund subscription to which at the rate of eight annas per month is optional. In order to claim benefits from this fund an operative must have been a subscriber to the fund for a qualifying period of at least two months and he must have paid two monthly contributions. Any qualified member of the fund, on the production of a certificate from the mill's doctor, is entitled to a sickness benefit at a fixed rate of Rs. 25 per month for a period up to six weeks and at the rate of Rs. 15 per month up to eight weeks if the sickness be prolonged. No member is entitled to both compensation under the Workmen's Compensation Act if payable and to a benefit from the Mill's Sick Benefit Fund. Contributions made by a member to the fund are, apart from *bona-fide* benefits, non-refundable. In Ahmedabad, the Calico group of mills have a fund known as the Jubilee Fund. Donations are made from this fund to destitute workers. The Jubilee Mill at Ahmedabad had a fund called " The Servants' Self-Helping Fund " for the common benefit of all employees of the mill including supervisory and clerical staffs. Rates of subscription, which were compulsory for all the employees of the mill, ranged from 6 pies to Rs. 2 per month according to pay. This fund was mainly intended for providing medical facilities and at times for meeting the expense of running the mills creche or for purchasing school books for the children of the employees. Compassionate and retirement gratuities are sometimes paid from this fund in deserving cases. The Swadeshi Mills in Coorla reported that they had started a Sickness Benefits Fund in 1921 but that the scheme was abandoned in 1928 owing to lack of support from the workers. No other mills in the Bombay Presidency reported schemes of sickness insurance or mutual benefit.

Provident Funds.

Fifteen of the 57 cotton mills and two of the 27 cotton factories in Bombay City stated that they had provided provident funds for the benefit of their employees. In four of these seventeen cases the funds were open to contribution by all employees including workers. The

Spring Mills in Bombay and another big dyeing factory have registered optional provident funds to which workers on time rates earning Rs. 30 or more per month are alone allowed to subscribe. Contributions are at the rate of one month's pay to be paid both by the workers and by the employers and the fund bears interest at 4 per cent. Employers' contributions are only payable after 20 years service in all has been put in. In ten other cases, the funds were primarily intended for supervisory and clerical staffs but jobbers were permitted to join. In nine of these ten cases contributions were at five per cent. of pay paid both by the employers and the employees. In the tenth case subscribers contributed five per cent. of their pay and the employers 75 per cent. of the amount of the contributions put in by the employees. In all these ten cases the funds bore interest at five per cent.

Only one mill in Ahmedabad reported that it had a provident fund and that only a few of its workers took advantage of it. Contributions were at the rate of one anna in the rupee of earnings to be paid both by the subscriber and the employer. No mills in Sholapur reported provident funds. In the case of the mills in the remaining areas of the Presidency, two reported funds of this type. In one of these two cases contributions were equal at the rate of half an anna in the rupee of earnings. The full benefit of withdrawing the employer's share of an account was only permissible after a subscriber had put in twenty years' service but proportionate payments of the employer's contributions were allowed on the following scale : 5 to 10 years' service—10 per cent.; 10 to 15 years' service—15 per cent.; and 15 to 20 years' service—60 per cent. In the case of the second fund, the mill concerned reported that over 60 per cent. of the workmen were members of it.

Pensions and Retirement Gratuities.

Among mills in Bombay City, the E. D. Sassoon group of mills have formulated a discretionary scheme for the payment of lump sum gratuities to all workers—men and women—who have put in twenty or more years' service. The scales of gratuities vary according to pay and length of service. Workers whose pay at retirement is Rs. 20 per month or less get a gratuity of Rs. 60 for service of 20 complete years, Rs. 75 for service of 21 to 25 years, Rs. 90 for 26 to 30 years and Rs. 100 for over 30 years. The maximum gratuity payable is Rs. 350 for jobbers earning over Rs. 200 per month at retirement and who had put in 30 years service. Two other mills in Bombay also reported that gratuities equivalent to one, two and three months' pay are given to all workers who retire after 20 years service or earlier in cases of incapacity. Eight other mills in Bombay reported that they granted pensions and gratuities in deserving cases. Among mills in Ahmedabad eight mills reported that discretionary pensions and retirement gratuities are paid in deserving cases. The two cotton mills in Coorla used to give discretionary pensions in cases of disability and one of these two mills also granted pensions to the widows

of workmen who had died after long service while in service. The Sholapur Spinning and Weaving Mill gives gratuities to the widows of workers who have died while in service. Perhaps the most liberal superannuation scheme of all those to be found in the cotton textile industry is that which exists in the Gokak Mills where all workers who had joined the Mills' Provident Fund prior to 1st July 1931 are entitled to retirement gratuities equivalent to 2 years' pay for 20 years' service, 2½ years' pay for 25 years and 3 years' pay for 30 years' service. Apart from the specific instances cited no other cotton mill or perennial cotton factory in the Bombay Presidency had any schemes for the payment of pensions or retirement gratuities.

Co-operative Credit Societies.

Full information regarding membership, share capital, reserve funds, rates of interest charged on loans, etc., of co-operative credit societies in industrial concerns in the Bombay Presidency is collected by the Registrar of Co-operative Societies and published in his annual reports. It was not considered necessary therefore to collect any special information on this subject in the questionnaire issued in connection with the General Wage Census beyond the question as to whether such societies had been formed or not.

Thirteen of the 57 reporting mills in Bombay City stated that they had started co-operative credit societies. Eleven of these were controlled entirely by the workers and two by mixed committees consisting of representatives of both the employers and the employed. In four cases the clerical cost of conducting the society was borne by the management. The Toyo Podar mill has no co-operative society as such but it has set apart a special fund in memory of one of its founders (the late Mr. I. Kodama) and loans are granted from this fund to deserving workers without interest. The Laxmi and Vishnu Mills in Sholapur also have a similar fund. No mill in Ahmedabad City had started a co-operative credit society for the benefit of its workmen.

Among mills in Sholapur City, the Narsinghirjee Mill reported that they had formed five co-operative credit societies for their workers in various departments. The Sholapur Spinning and Weaving Mill reported that it had an Amelioration Loan Fund from which loans up to a maximum of three months' wages and bearing interest at 7½ per cent. per annum were granted to needy workers. These loans were repayable in 12 monthly instalments. The Swadeshi Mill at Coorla had 8 co-operative credit societies for its workers in different departments. All these societies were controlled by the workers under the guidance of the welfare supervisor appointed by the Company. Among mills in other areas, two in the Broach and Surat area, five in the East and West Khandesh area and two in the Belgaum, Bijapur, Dharwar and Kanara area reported the existence of such societies. The Raja Bahadur Motilal Mill at Poona had a Labour Welfare Society which was managed entirely by the workers and this society granted loans to its members.



THE CRECHE AT THE MEYER SASSOON MILL, BOMBAY.

[*To face page* 54

CHAPTER III.

Shifts, Hours of Work and Leave.

As has already been pointed out the month for which the General Wage Census was taken was May 1934 with variations from this date to suit local and other conditions. Most mills in the City of Bombay and all mills in Sholapur were affected by strikes during May and the census for cotton textile mills in Bombay was therefore taken for the month of October 1934 and for the mills in Sholapur for the month of July 1934. One mill in Poona was covered for January 1934. Elsewhere the census was taken in May. There were no general changes in respect of hours of work and of the conditions under which leave is granted in any centre of the cotton textile industry between April and November of the census year and the results of the tabulations of the information furnished by individual units in the *General Questionnaire* with regard to these two questions therefore correctly represent actual conditions in the census year.

Number of Shifts.

Out of 57 cotton mills which were working in Bombay City in October 1934, 27 reported that they were working on the basis of one shift per day and 30 mills reported that they were working more than one shift. In four of these thirty mills three shifts of seven hours each were worked in some departments including the weaving shed and two shifts of ten hours each in others. One mill worked the automatic loom department alone on the basis of three shifts of seven hours each. The total number of persons employed on night shift working in all cotton mills in Bombay City in October 1934 was 20,000.

With regard to the question of hours of work as between day and night shifts, twenty mills reported that hours for both the day and the night shifts were the same, viz., ten per shift. In the case of three mills the night shift was one of nine hours as against ten hours for the day shift; and in two cases where certain departments alone were worked double shift the night shift was one of eight hours. In the five mills which worked the weaving and certain accessory departments on the basis of three shifts per day there was a uniform 7-hour day for each of the three shifts. In the case of four of these five mills the hours of work for the different shifts were as follows :—

1st Shift	.. 7 a.m. to 11 a.m. and 11-30 a.m. to 2-30 p.m.
2nd Shift	.. 3 p.m. to 6 p.m. and 6-30 p.m. to 10-30 p.m.
3rd Shift	..11 p.m.to 3 a.m. and 3-30 a m. to 6-30 a.m.

In the last case the three shifts were from 8 a.m. to 4 p.m., 4 p.m. to midnight and midnight to 8 a.m., with an interval of one hour after a first stretch of four hours in each case.

As far as cotton textile factories other than mills in Bombay City are concerned, 23 of the 27 reporting factories stated that they worked single shifts. In three of the four factories which worked double shifts, the hours were ten per day for both the day and the night shifts and nine hours per day for both the day and the night shifts in the fourth case.

In Ahmedabad, 28 of the 87 cotton mills which were working in that centre during the month of May 1934 worked all departments or certain departments only on a double shift basis. The hours of work for the night shift were in all cases the same as those for the day shift. Double shift activity was mostly in the spinning section of the industry and the total number of workers employed on night shift amounted to 7,200. All the cotton mills in Sholapur City were on single shifts in July 1934. As far as the remaining areas are concerned, one mill and one factory in the Bombay Suburban, Thana, Kolaba and Ratnagiri area, one mill in the Broach and Surat area and two mills in the Sholapur and Satara area reported double shift working. One mill in the Belgaum, Bijapur, Dharwar and Kanara area reported multiple shift working in the doubling department. Apart from this one case, there was no instance of multiple shift working in any of the mills and factories in the cotton textile industry in the Bombay Presidency.

Hours of Work.

Under the Indian Factories Act, 1922, which was in force during the General Wage Census year, daily and weekly hours of work in non-exempted occupations in perennial factories were limited to eleven and sixty respectively. Under the Indian Factories Act, 1934, which came into operation with effect from the 1st January 1935 these limits were reduced to ten and fifty-four respectively.

The normal working day in cotton mills and factories in the Bombay Presidency during the census year was one of ten hours with variations affecting certain classes of workers or departments.

In mills in Bombay City, the hours of work for women operatives in all or certain departments were less than those of men in the case of 29 mills. In seven mills all women workers were required to work for an 8½-hour day and in fifteen other mills for a 9-hour day. One mill permitted women in the winding and reeling departments to work an 8½-hour day and six mills had a 9-hour day for women in these departments. The remaining 28 mills in Bombay reported that the daily hours of work for both men and women were nominally the same, viz., ten per day but in practice all women workers in the winding and reeling departments were allowed to attend from half-an-hour to an hour later in the mornings and to leave half-an-hour or so earlier in the evenings. As far as mechanics are concerned, 36 mills reported that hours of work for all adult males in all departments were uniformly ten per day. In the

21 cases where the hours of the operatives in the mechanical sections were different to those of " process " operatives, 14 units had an 8½-hour day, four a 9-hour day, two a 9½-hour day and one a 9¾-hour day. Four mills permitted folders to work an 8½-hour day and four other mills had a 9-, a 9¼- and a 9½-hour day (two cases) for this occupation. One mill had an 8½-hour day for all workers in the waste, mixing, baling, dyeing and bleaching and finishing departments and also for workers other than weavers in the weaving shed. Two mills which employed both men and women in the reeling and winding departments allowed the men to work for the same hours as the women reelers and winders. Two other mills had a 9-hour day in the warping, sizing and finishing departments.

All mills, except five, in Ahmedabad City required all women operatives in all departments to work a uniform 10-hour day or the same as male operatives. In the five cases where women's hours were different one mill had a 7½-hour day for the winding department, one each a 9-hour and a 9¼-hour day for both the winding and the reeling departments and one each an 8½-hour and a 9½-hour day for all women workers. As far as mechanics are concerned ten mills had a 9-hour day and three an 8½ hour day. In the case of eight other mills carpenters alone were permitted to work for 8 hours (one case), 9 hours (five cases) and for 9½ hours (two cases). Twelve mills permitted some relaxation in the hours of work of folders : 5¾ hours—one case ; 7 hours—one case ; 7½ hours—two cases ; 8¼ hours—one case ; 8½ hours—one case ; 9 hours—four cases ; and 9¼ and 9½ hours—one case each. In the case of two mills in Ahmedabad, half the number of workers in the spinning department worked the recess hour by turns of half-an-hour each attending to two machines instead of one and earning an hour's pay for half-an-hour's work.

Two mills in Sholapur City had a 9½-hour day for mechanics, coolies and male reelers. Apart from this one variation all adult workers—male and female—in mills in Sholapur were required to work a uniform 10-hour day. Among the mills in the seven remaining census areas, four mills had an 8½-hour day and three others a 9-hour day for mechanics. Only two mills had a 9-hour day for all women workers. One mill had a 9-hour day for folders, dyers and fitters. In all other cases there was a uniform 10-hour day for all adult operatives.

As far as children's hours are concerned, 64 children in all had a 4-hour day or a 24-hour week; eleven had a 6-hour day or a 36-hour week, and 655 a 5-hour day or a 30-hour week. The following table sets out frequencies of weekly hours to be found in the cotton textile industry for the whole of the Bombay Presidency proper during the census month together with the numbers of operatives in each group and the percentages of these numbers to the total number of operatives for whom information regarding hours of work was furnished.

Weekly Hours of Work—All Operatives in All Areas.

Weekly hours.	Number of units.	Number of workers.	Percentage to total number of workers.
24*	1	64	0·03
30*	6	655	0·26
34½*	1	8†	....
36*	3	11	....
42	5	5,143	2·02
45	2	45	0·02
48	5	114	0·04
51	22	4,400	1·73
54	59	13,207	5·17
55½	2	165	0·06
57	15	2,926	1·15
58½	1	56	0·02
60	178	228,421	89·50

*These relate to children.

†This includes one folder in one mill in Ahmedabad.

It will be observed that nearly 90 per cent. of the total number of operatives in the cotton textile industry had a 10-hour day or a 60-hour week. The next biggest group is in the 54-hour week with 5·17 per cent. of the total number employed. These mostly include women reelers and winders and mechanics. The 5,143 workers in the 42-hour group are mainly those who worked on the three-shift per day basis in certain mills in Bombay City.

No mills furnished any information with regard to daily and weekly hours of work in exempted occupations because these vary from time to time.

Rest Intervals and Weekly Holiday.

All mills in the cities of Bombay, Ahmedabad and Sholapur except four which worked on a three-shift basis in Bombay allowed one rest interval of one hour between the first and second periods of work. No unit reported two rest intervals during the day or the night in cases where double shifts were worked. One mill in the Bombay Suburban, Thana, Kolaba and Ratnagiri area allowed a rest interval of an hour and a quarter to mechanics and to workers in the folding, dyeing and bleaching

departments. All mills in the Ahmedabad, Kaira and Panch Mahals area allow an interval of 1½ hour (one case) to 2 hours (3 cases) for mechanics. One mill in the Sholapur and Satara area gives a rest interval of an hour and a half to all workers. With the exception of the variations cited all units outside Bombay, Ahmedabad and Sholapur give a rest interval of one hour. The actual hours of work vary slightly between groups of mills in different areas but the time table predominantly in force was 7 a.m. to noon and 1 p.m. to 6 p.m. Only one cotton mill in the Presidency reported that a short Saturday was worked. The hours on the short Saturday were from 6-30 a.m. to 11-30 a.m. and the hours from Mondays to Fridays were 6-30 a.m. to noon and 1 p.m. to 6-30 p.m.

Out of the total number of 214 units in the cotton textile industry in the Bombay Presidency 202 observed Sunday as the weekly rest day. In 6 cases it was Saturday, in two each Monday and Friday and in one each Tuesday and Wednesday. These variations were to be found only in concerns in the districts where units close on the local bazaar day.

Leave.

In the first of the series of the reports on Part I of the General Wage Census which dealt with wages, hours of work and conditions of employment in the engineering industry, we pointed out that owing to the preponderance, in numbers employed, of workmen in Government and railway factories and in factories owned by public and local bodies and public utility companies, the engineering industry in the Bombay Presidency easily outstripped all others in the leave with pay privileges enjoyed by its workers. In examining the extent of these privileges from a statistical point of view we found that 72 factories employing nearly 60 per cent. of the total number of workpeople in that industry granted leave with pay to most of their workers. Sixteen other units employing an additional 14 per cent. of the total granted leave with pay to certain categories only.

In the cotton textile industry in the Bombay Presidency, only jobbers, jamadars and a few categories of monthly rated men enjoy certain leave with pay privileges in 25 out of 57 mills in Bombay City, in 62 out of 87 mills in Ahmedabad and in one mill each in the Ahmedabad, Kaira and Panch Mahals area and in the Belgaum, Bijapur, Dharwar and Kanara area. Out of the total number of 214 units covered by the census in this industry, 125 or nearly 60 per cent. of these units granted no leave with pay privileges to any of their workpeople.

Of the 25 mills in Bombay City which granted leave with pay to certain categories, head jobbers were the favoured class in 23 mills, jamadars and watchmen in addition in twelve mills, boiler attendants in two mills, and jobbers, *naikins* and pattern makers in one mill each. In two cases each the duration of the leave with pay was 21 and 18 days respectively. In all the remaining cases the duration was of fifteen days. The remaining two units which grant leave with pay reported that discretionary holidays with pay were granted to "certain old workers". The total number of workpeople who enjoyed leave with pay privileges

in the cotton textile industry in Bombay City was between two to three hundred or about 0·25 per cent. of the total number employed.

Out of the 62 mills in Ahmedabad City which reported that leave with pay was granted to certain categories, forty units stated that the duration of the period of leave with pay was discretionary on the merits of each case. The classes affected were head jobbers and jobbers in almost all cases ; jamadars and watchmen in eleven cases ; maistries in nine cases ; peons in 22 cases ; " certain monthly paid workers " in 6 cases ; mukkadams in three cases ; and boiler attendants, steam engine drivers, electricians and fitters in one case each. In the case of the 22 mills which had laid down definite periods of leave with pay, the duration was one month in 8 cases, 20 days in three cases, 15 days in one case, 12 days in four cases, 10 days in one case, 8 days in one case, two days for each month of service in one case and three days for each month of service in three cases. In view of the discretionary character of the leave in most of the Ahmedabad mills which give leave with pay to certain categories it is not possible to estimate the number of workers affected. One mill in the Belgaum, Bijapur, Dharwar and Kanara area granted one month's leave with pay every year to head jobbers alone and one mill in the Ahmedabad, Kaira and Panch Mahals area granted discretionary leave with pay to all jobbers and monthly rated workers.



WORKMEN'S TENEMENTS BUILT BY THE AHMEDABAD MILLS HOUSING SOCIETY LTD., AHMEDABAD.

[*To face page* 60

CHAPTER IV.

Welfare Work in the Cotton Textile Industry.

Housing.

In the first two of the General Wage Census reports dealing with wages, hours of work and conditions of employment in the engineering and printing industries we stated that the general policy adopted by Government, railway and municipal factories is to provide quarters when funds permit but usually only where conditions are such that private enterprise does not adequately meet the demand for housing the labour employed; or where it is necessary for special reasons to provide quarters for certain classes of staff near to their work. And although employers in the cotton textile industry in the Bombay Presidency have, on the whole, provided greater facilities for housing the labour which they employ as compared with employers in the engineering and printing industries the general remarks made in connection with these two industries apply almost equally to the cotton textile industry as well.

Out of the 57 cotton mills in Bombay City which furnished returns for the census, 14 reported that they had provided no housing of any kind for any of their employees. Twenty-five mills had provided quarters only for jamadars and watchmen. Eighteen mills had partial housing for such of their workpeople as desired to take advantage of it but in all these cases certain numbers of tenements were reserved for jamadars and watchmen. The following table sets out the numbers of tenements provided according to the rents charged.

Extent of Housing provided by Cotton Mill Employers in Bombay City.

Frequencies of Rents.	Number of One-room tenements.	Number of Two or more roomed tenements.
Re. 1 and below Rs. 2	11	....
Rs. 2 „ „ Rs. 3	224	....
Rs. 3 „ „ Rs. 4	367	....
Rs. 4 „ „ Rs. 5	607	....
Rs. 5 „ „ Rs. 6	1,307	504
Rs. 6 „ „ Rs. 7	260	....
Rs. 7 and over	14	295
Unclassified and Rent free	273	25
Totals ..	3,063	824
	3,887	

The total number of tenements provided by cotton mill employers in Bombay City was 3,887. Out of the 43 mills which provide housing for their jamadars and watchmen, 30 units charge no rent. The remainder charge only nominal rents. In the case of the 18 mills which provide partial housing, the rents charged were economic rents in seven cases and " below economic " in eleven cases. Three mills which could not provide housing for their watchmen gave them house rent allowances of Re. 1, Rs. 1–4 and Rs. 3 respectively instead.

As far as the 87 cotton mills in the City of Ahmedabad are concerned 40 mills reported that they provide housing for their jamadars and watchmen and the remaining 47 reported the provision of partial housing for both watchmen and workers. The statistics relating to the extent to which housing is provided are set out in the following table in the same way as in the preceding table.

Extent of Housing provided by Cotton Mill Employers in Ahmedabad City.

Frequencies of Rents.	Number of One-room tenements.	Number of Two or more roomed tenements.
Re. 1 and below Rs. 2	196	....
Rs. 2 „ „ Rs. 3	388	....
Rs. 3 „ „ Rs. 4	426	....
Rs. 4 „ „ Rs. 5	1,062	152
Rs. 5 „ „ Rs. 6	178	185
Rs. 6 „ „ Rs. 7	3	1
Rs. 7 and over	24	....
Unclassified and Rent free	476	350
	2,753	688
Totals ..	3,441	

With the exception of one mill which charged nominal rents to its watchmen all the remaining 86 mills in Ahmedabad provided housing for all their jamadars and watchmen free of rent. Of the 47 mills which had provided partial housing, five units stated that the rents charged were " below economic " and one mill reported that economic rents were charged. The remaining 41 mills gave no information on this subject. None of the mills in Ahmedabad give any house rent allowances to any of their workers.

All cotton mills in Sholapur City have made partial provision for the housing of their labour and all mills in that centre provide rent free tenements for their watchmen. The statistics with regard to the extent of housing provided are set out in the following table.

Extent of Housing provided by Cotton Mill Employers in Sholapur City.

Frequencies of Rents.	Number of One-room tenements.	Number of Two or more roomed tenements.
Rent free	122	....
Re. 1 and below Rs. 2	571	....
Rs. 2 „ „ Rs. 3	236	354
Rs. 3 „ „ Rs. 4	270	....
Rs. 4 „ „ Rs. 5	80	....
Rs. 7 and over	10	....
	1,289	354
Totals ..	1,643	

One mill in Sholapur City which has provided housing for over 700 of its workmen reported that the capital expenditure incurred on erecting workmen's chawls amounted to Rs. 1,73,500. Further extensions were contemplated, but owing to the loss incurred in building this class of housing, the work has not been taken in hand. The loss to a great extent is attributed to heavy municipal taxation and to a less extent to Government assessment tax. The mill gives the following figures with regard to the expenditure on these chawls :—

	Per annum. Rs.
Municipal Taxation	2,416
Government Assessment	440
Wages of Sanitary Staff	2,040
Repairs, etc. on the basis of an average of 2 per cent. on capital outlay	3,470
Total ..	8,366

Rent realisations amount to Rs. 7,200 per annum which gives a loss of about Rs. 1,200 per year. The rents charged by all mills in Sholapur are " below economic ".

The provision made by the thirty cotton mills outside the cities of Bombay, Ahmedabad and Sholapur for housing the labour employed is, comparatively, greater than that made by cotton mill employers either in the cities of Bombay or Ahmedabad. Only four mills reported that no housing had been provided. The extent to which housing is provided is set out in the following table :—

Extent of Housing provided by Employers in Cotton Mills outside Bombay, Ahmedabad and Sholapur.

Frequencies of Rents.	Number of One-room tenements.
Below Re. 1	1,398*
Re. 1 and below Rs. 2	663
Rs. 2 ,, ,, Rs. 3	554
Rs. 3 ,, ,, Rs. 4	313
Rs. 4 ,, ,, Rs. 5	140
Rs. 5 ,, ,, Rs. 6	..
Rs. 6 ,, ,, Rs. 7	139
Rs. 7 and over	..
Unclassified and Rent Free	1,020
Total ..	4,227

*1,081 of these tenements were provided by the Gokak Mills at Gokak. The rents were as follows : 4 annas per month—31 tenements ; 6 annas—11 ; 8 annas—364 ; 10 annas—69 ; 12 annas—519 ; and 14 annas—87. The total number of tenements provided by this mill was 1,229. The rents of 148 tenements ranged from Re. 1 to Rs. 2-8-0 per month.

Five mills reported that rents were " below economic ". The remaining 21 mills gave no information on the subject.

None of the 35 textile cotton factories in the Bombay Presidency provides housing for its workmen but in most cases quarters are provided for watchmen and no rents are charged. The total number of tenements provided by all cotton mill employers in the Bombay Presidency amounted to 13,198 of which 11,332 were one-room and 1,866 were two or more roomed tenements. The actual number of workers housed in these tenements must be considerably larger because in several cases two or more workers reside in one tenement. None of the returning mills gave any information on the question of the number of workpeople who took advantage of the housing provided.

Rest Shelters, Tiffin Rooms and Canteens.

Cotton mills in the City of Ahmedabad lead Bombay and the other areas in the provision which they have made for tiffin rooms and canteens for the benefit of their workpeople. The provision of rest rooms has not yet made much progress in any centre of the industry. The details regarding the arrangements made during the census year are as follows.

Bombay City.

Fifty-three of the 57 cotton mills which were working in Bombay in October 1934 had no provision for rest rooms. Two mills had made some provision but they gave no details. Two other mills had provided rest rooms for women workers and arrangements were made for both hot and cold water baths.

Forty-five mills had made no provision for tiffin rooms. In the twelve mills where tiffin rooms were provided separate arrangements were made for Hindus and Muhammadans and one mill had a separate shed in addition for Mahars.

Twenty-one mills had no restaurants, canteens or tea shops. Pioneer work in this direction has been done by Messrs. E. D. Sassoon & Co. in all their eight mills in Bombay. Each of the Sassoon group of mills has a restaurant or separate restaurants for Hindus and Muhammadans. These are run by contractors and the rents received from them for the premises provided are utilised for welfare work. In addition the company ran its own canteens in some of their mills. These were under the direct control of the management who bore the oncost of all utensils and paid the wages of all cooks and servants. Hot meals and all the different kinds of refreshments ordinarily consumed by the working classes were provided in these canteens at cost. The Elphinstone Spinning and Weaving Mill under the same agency had a special hostel for poor women workers. The charges for boarding and lodging were Rs. 6 per month for each adult and Re. 1 to Rs. 2 for each child according to its age. Five other mills had restaurants similar to those run in the Sassoon group of mills, and three of these five mills had tea shops in addition. Twenty-three mills had made provision for tea shops. In nine of these 23 cases separate arrangements were made for Hindus and Muhammadans. In one case as many as six tea shops were provided—three for Hindus and three for Muhammadans.

Ahmedabad City.

Ten out of 87 cotton mills in the City of Ahmedabad had provided rest shelters for their workpeople. The most usual practice in the mills which had such shelters was to make separate provision for different castes and in some cases for men and women as well. In the case of one mill as many as eight rest shelters had been provided. The remaining 77 mills did not provide any shelters for rest.

All mills in Ahmedabad provide tiffin rooms, and with the exception of three mills which had only one tiffin room each all the remaining mills had provided two or more both on a communal and a sex basis. Eleven mills had six tiffin rooms each, three had eight each and two mills had provided as many as fourteen each. With the exception of only one mill, all mills had one or more tea shops and six mills had large restaurants in addition. In five cases these restaurants were under the supervision of the medical officers of the mills concerned and in three of the six cases the restaurants were run under the direct control of the management.

Sholapur City.

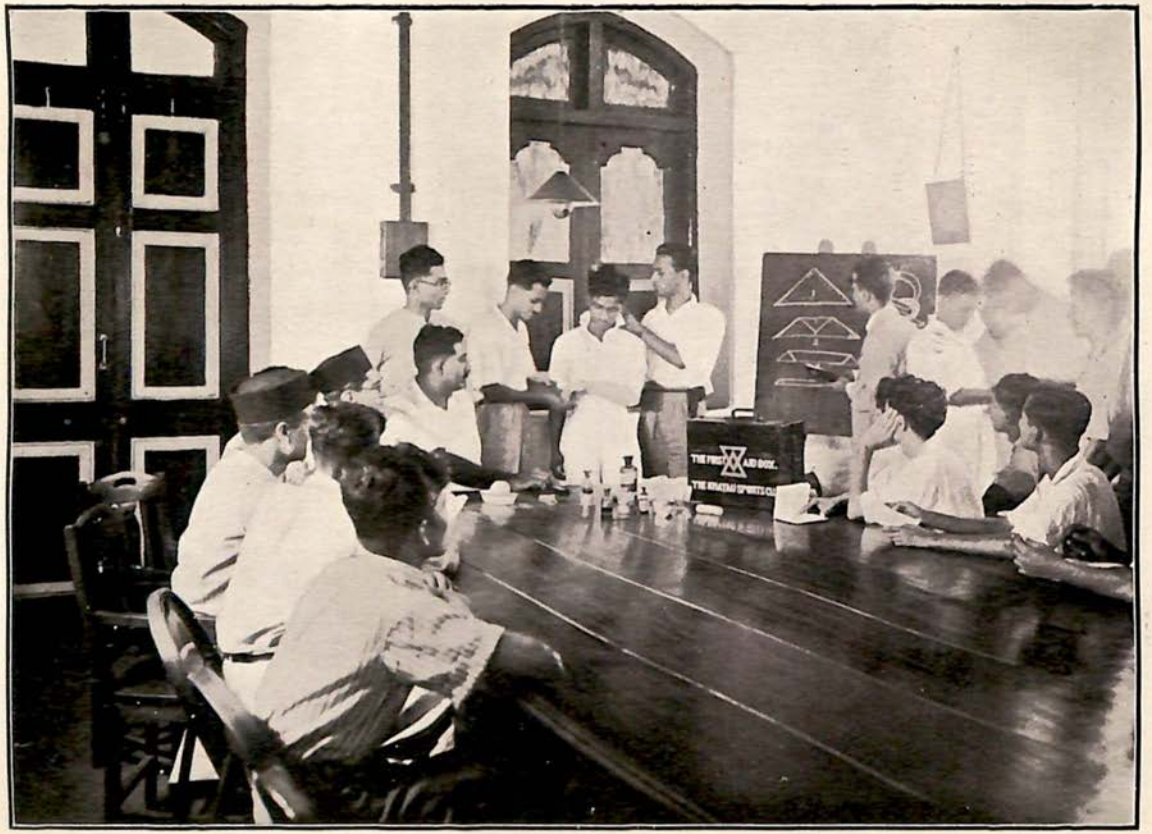
None of the cotton mills in Sholapur City have provided rest shelters for their workers. As regards tiffin rooms one mill made no provision for these. One mill provided five rooms. The remaining three mills simply stated that provision for tiffin rooms had been made but no further details were given. Three mills had made arrangements for tea shops. Three shops each were provided in two mills and two shops in the third. One mill reported that it had a large restaurant which was run by contractors.

Areas other than Bombay, Ahmedabad and Sholapur.

Out of the thirty cotton mills in areas other than the cities of Bombay, Ahmedabad and Sholapur only two mills reported that some provision had been made for rest shelters. No further details were, however, given. Sixteen mills had made no provision for tiffin rooms and with the exception of three mills which had each provided two tiffin rooms all the rest had only one. There were no tea shops or restaurants in fifteen mills. In the other fifteen mills which had such shops there were three shops in each of three mills and two shops each in two mills. The remaining ten mills had one shop each.

MEDICAL AID.

Section 32 (*b*) of the Indian Factories Act, 1934, which came into operation with effect from the 1st January 1935 empowers local Governments to make rules " requiring the managers of factories to maintain stores of first aid appliances and to provide for their proper custody". Regulation No. 67 of the Bombay Factories Rules, 1935, lays down that before the 1st day of January 1936, the manager of every factory shall maintain, free of any charge to the workers, the stores of first aid appliances specified in Appendix II attached to those rules. In order to facilitate easy reference this Appendix is reproduced in Appendix G of the General Appendix at the end of this report. The Factory Acts which were in operation during the census year contained no provisions with regard to medical or first aid but the Factories Department did a great deal to influence all the larger mills and factories to make adequate provision for the maintenance of first aid appliances for workers injured as a result of accident. Out of 179 textile cotton mills in the Bombay Presidency proper 90 mills reported that first aid requisites were maintained. In the case of 14 of these 90 mills first aid boxes were maintained in all departments. Twenty-three mills had specially trained staffs with St. John's Ambulance Corps certificates for the purpose of rendering first aid. Three mills had established special Safety First Committees and one of these mills had a trained nurse on duty on the premises for this purpose. Fifteen mills reported that they had made no arrangements and 21 other mills gave no information on the subject. Twenty-five mills stated that the injured worker was sent either to the mill's medical officer or to the mill's dispensary. The remaining 28 mills reported that all injured workers were " sent to the hospital".



TRAINING IN FIRST AID AT THE KHATAU MAKANJI MILL, BOMBAY

[*To face page* 66

As far as the provision of ordinary medical aid is concerned, 34 out of the 179 cotton mills and 30 out of the 35 cotton textile factories in the Bombay Presidency stated that they had made no provision. Six mills had both well equipped hospitals and dispensaries; 114 mills and five factories had dispensaries alone; 12 mills provided some stock mixtures and medicines; and 5 mills paid annual donations to municipal and other hospitals for the treatment of their workers. Two mills gave no details of the medical aid which they stated they gave. In the case of the remaining six mills sick workers were attended to at a sister mill under the same agency (3 cases); or were sent to outside consultants in serious cases (2 cases); or to a hospital endowed by the proprietor of the mill (one case). All the six hospitals were staffed with medical officers, house surgeons, matrons and nurses and all of them had maternity wards in addition to the ordinary wards for male and female in-patients. In almost all the 114 cases in which dispensaries are provided, these are attended by part-time doctors and are staffed with one or more full-time compounders. The E. D. Sassoon Group of mills has a full-time lady doctor who spends some part of her time every day at each of the eight cotton mills under this agency. One mill in Ahmedabad had also made arrangements for the treatment of its women workers by a lady doctor. In all the other cases, the part-time doctors were men. The distribution of the 59 cotton mills which had no hospitals or dispensaries is as follows:—Bombay 4; Ahmedabad—41; Sholapur—nil; other areas—14.

Only seven out of the 53 mills which provide full medical aid in Bombay City, and four out of the 46 mills which do so in Ahmedabad made deductions from the workers' wages for medical attendance. In the case of one mill in Sholapur deductions amounting to half an anna per day only are made in respect of treatment given to the non-working dependants of the workers. The amount of the deduction for medical aid ranged from half an anna to four annas per month and in almost all cases depended upon the pay earned. In the case of two mills workers earning under Rs. 10 and under Rs. 15 per month respectively were exempted from this deduction. In one mill all workers were required to pay two annas per month and all jobbers four annas. Under the Payment of Wages Act, 1935, which came into operation with effect from the 28th March 1937 deductions from workmen's wages in respect of medical aid are not permitted.

Creches.

Twenty-two out of 57 cotton mills in the City of Bombay, 75 out of 87 mills in Ahmedabad, all the five mills in Sholapur, 16 out of 30 mills in other areas, and one out of 35 cotton textile factories in all areas have provided creche facilities for the young children of their women workers. In the best cases the creches are staffed with nurses and ayahs and the managements provide milk, food and clothing. In the E. D. Sassoon Group of mills in Bombay City the full time lady doctor, appointed to look after the health of their women workers, personally superintends all arrangements at each creche. No information was collected in the

general questionnaire with regard to the number of cots provided at each creche and although several mills gave information on the subject many others did not and the statistics on the question are therefore incomplete. From such figures as have been supplied it would appear that the average number of cots in each creche is about 20 although some mills reported as many as 30. The poorest creches have perhaps only one attendant and no food or clothing is supplied by the mill.

The Factory Department of the Government of Bombay made a detailed investigation of existing creches in the year 1933 and it published an interesting table regarding the standard of the different creches and the average daily attendance of children in each class at page 9 of its annual administration report for that year. As there was no material change in the position regarding this matter as between 1933 and 1934 (the census year) we could not do better than reproduce that table here :—

Creche Classification and Average Daily Attendance of Children.

Areas.	Creche Classification.					Average Daily Attendance.				
	Excellent.	Good.	Fair	Poor.	Total.	Excellent.	Good.	Fair.	Poor.	Total.
Bombay ..	8	13	1	..	22	165	248	3	..	416
Ahmedabad ..	6	20	32	6	64	292	616	802	79	1,789
Sholapur ..	2	4	..	1	7	135	219	..	70	424
Other areas ..	1	3	2	5	11	45	62	19	88	214
Total ..	17	40	35	12	104	637	1,145	824	237	2,843

With regard to the total number of creches in each area it may be pointed out that the largest mills have two creches each. In many cases one creche may serve two or more mills under the same agency and in the same compound. When we say therefore that 75 mills in Ahmedabad had provided creche facilities this does not mean that there were actually 75 separate creches. The figure in the above table shows that the actual number of creches in that centre was 64. The difference is due to some creches serving two or more mills. In the case of Sholapur five mills had seven creches in all.

Section 33 (2) of the Indian Factories Act empowers local Governments to make rules " requiring that in any specified factory, wherein more than fifty women workers are ordinarily employed, a suitable room shall be reserved for the use of children under the age of six years belonging to such women ; and prescribing the standards for such rooms and the nature of the supervision to be exercised over the children therein ".



A VIEW OF THE INTERIOR OF THE CRECHE AT THE GOKAK MILLS, GOKAK FALLS.

[*To face page* 68

This power to make rules is not obligatory and the Government of Bombay have decided not to enforce compulsory powers in this matter for the present. The Bombay Government is the only provincial Government in India which has appointed a Lady Inspectress of Factories and this officer who is a qualified doctor continually visits all mills and does all she can to persuade managements to open new creches and to improve existing ones.

Vocational Training.

Fifteen mills in Bombay City send such of their workers as appear to be likely to benefit by being given higher technical training either to the Textile Technical School of the Social Service League or to the Victoria Jubilee Technical Institute or to both. Four of these fifteen mills grant scholarships in deserving cases. Four mills in Ahmedabad City reported that they gave special donations to the local Labour Union to conduct schools for workers but general rather than vocational education is indicated. All mills in the Bombay Presidency which engage apprentices see that these receive proper training and in many mills learners are placed beside expert hands for better training. When vacancies occur those learners who have attained proficiency are given priority in selection. One mill in Coorla which sends some of its workers to the evening classes of the Textile Technical School grants them scholarships of Rs. 2 per month per head.

Workers' Education.

Eight mills in Bombay City have established night schools for the benefit of such of their workers as wish to attend them. In four of these eight cases the operatives are provided with books, slates and pencils at the cost of the mill. Three mills in Ahmedabad and two mills in areas other than Bombay, Ahmedabad and Sholapur have provided similar schools. Two mills in Ahmedabad reported that they had started night classes for workmen but that they were soon compelled to close them on account of lack of interest among the operatives. None of the mills in Sholapur reported any activity with regard to the education of their adult workers.

Education of Workers' Children.

Two mills in Bombay City have made arrangements with the Bombay Municipality for opening municipal schools in their mill chawls. Five other mills conduct special classes for the benefit of the children of their workers. One of these five mills supplies books, slates, etc., free of charge. Twelve mills in all in Ahmedabad make some provision or other for the education of their workers' children. Seven mills have schools of their own. The total average daily attendance in all these seven schools was 238. Two mills assist such of their workers' children who wish to attend general municipal schools with books and clothing. In the case of two other mills, half the cost of running the children's school is provided

by the mill and the other half by the Labour Union. Among mills in Sholapur, one mill gives tuition on the Montessori system to such of the older children as accompany their baby brothers or sisters to the mill's creche. Another mill which had provided a regular school for the children reported that it was not necessary to conduct this school when the Compulsory Education Act was made applicable to the City of Sholapur. In "other areas", eight mills reported the formation of such schools. One of these eight mills provides free and compulsory education for the children of all its workers. The total average daily attendance in all these eight schools was 558 but it is of interest to observe that the attendance at the Gokak Mill School alone was 300. One mill has a school in the mill compound which is run by the local Municipality.

Recreation.

One hundred and forty-seven out of 179 cotton mills and 34 out of 35 cotton textile factories in the Bombay Presidency had made no provision for the recreation of any of their workpeople during the census year. Ten mills in Bombay City which had sufficient ground space at their disposal for the purpose encouraged such of their workmen as desired to do so to play football, cricket, etc. Equipment in all cases was supplied at the cost of the mills concerned. Gymnasia and wrestling pits were provided in two cases. One of these two mills had a theatre with a set stage and a reading room in addition. One mill had a *bhajan mandal* (a religious music circle) and a library. Among mills in Ahmedabad, nine mills had provided football and cricket grounds with equipment and two mills had libraries. In Sholapur, three mills had gymnasia, two had wrestling pits and one of these had a library and reading room in addition. In "other areas", five mills had provided both gymnasia and wrestling pits and one of these mills had a football ground in addition. The same mill encouraged travelling shows by placing the necessary accomodation at their disposal free of charge and by giving them all the necessary facilities for staging performances. One cotton textile factory in Bombay City provided a football and cricket ground.

CHAPTER V.

Rates of Wages.

Certain important facts govern all discussions on wage rates in India and particularly in the textile industries in the Bombay Presidency. Firstly, except for a limited measure of standardisation of time rates of wages for unrationalised occupations in the cotton textile industry in Bombay City and for siders and doffers in cotton mills in Ahmedabad there is little or no standardisation of rates in this or in any other industry in the country. Secondly, wage rates—both time and piece—not only vary widely between centre and centre and unit and unit in the same centre but also between different individuals in the same occupation in one unit. Thirdly, except in centres where consolidation has been effected, basic rates are subject to additions for dear food allowances and the gross earnings so accruing are further subject to percentage deductions or additions for cuts or increases in rates. On top of all these come bonuses for good attendance and/or good work which are earned only when the stipulated conditions are fulfilled. Fourthly, there are no universally fixed periods of time for which time rates are reckoned and the rates may be for a month or for a *hapta* with varying conditions for the earning of a hypothetical pay for Sundays and holidays, or for working days in a month, or for 26 or 27 days, or they may be daily rates. Grading of occupations into classes and the granting to new comers of rates different to those paid to operatives who have left are some of the other difficulties which help to make the position a very difficult one to deal with. It will thus be seen that having regard to the facts stated above, information relating to rates of wages alone throws very little light indeed on the earnings position.

In the following section we shall examine such general changes as have been effected in wages during the period 1914 to 1936 but it is of vital importance to remember that in view of the wide disparity in rates and the manner in which they are calculated as between centres and units in the same centre, different individual operatives working in individual units are variously affected. The general effect of a cut in respect of one class of operatives would be the same only if the wage rates of that class were uniform or similar ; and in all cases where uniform general cuts are imposed the more poorly paid individuals in a class are adversely affected to a greater extent than those who are better paid.

Changes in Wage Rates 1914 to 1936.

In discussing the two questions of ' principles of wage fixation ' and ' dearness of food allowances ' in Chapter II of this report (pages 23 to 31) we had perforce to refer to such general changes in wages as were brought about by the granting of increases in the form of dearness of food allowances or the effecting of cuts by reducing these allowances. We propose in this section to examine in brief the broad movements of wage rates in the cotton textile industry in the more important centres

between the pre-war and the census years but in order to present a complete survey of those changes it may be necessary to recapitulate something of what has already been stated in Chapter II.

Bombay City.

The first concerted action taken by cotton millowners in Bombay City with regard to wages was in August 1917 when the Millowners' Association, Bombay, requested all mills in Bombay City to give a uniform dearness of food allowance of ten per cent. to all operatives. All changes in wage rates in individual mills between 1914 and 1917 were effected by raising (or lowering) the actual rates. And although the term 'basic rates' as applied to the rates on which all calculations are based in individual mills may relate to the rates prevalent at any time between 1914 and 1918, we may for all practical purposes consider the rates prevalent in August 1917 as the basic rates. The ten per cent. granted in August 1917 was raised to 15 per cent. in January 1918 and to 35 per cent. in January 1919. In February 1920, the allowance on all earnings accruing from basic piece prices was increased to 75 per cent. for male workers. All women workers and men on time rates of wages were given 55 per cent. In November 1920 the 75 per cent. was increased to 80 per cent. and the 55 per cent. to 70 per cent. These allowances continued unchanged up to the beginning of 1933 when the Millowners' Association, Bombay, permitted its individual member mills to take unilateral action in the matter of wage reductions.

We have shown in Chapter II how some mills reduced allowances, how some imposed general percentage cuts on earnings accruing from both basic rates plus the allowances and how some reduced basic rates. The Departmental Enquiry instituted early in 1934 by the Government of Bombay through the Commissioner of Labour into the question of wage cuts in the cotton textile industry in the Bombay Presidency assessed the reduction effected in the wages of operatives in cotton mills in Bombay City as between July 1926 and December 1933, on the basis of the ten most numerically important occupations which alone were studied for purposes of that enquiry, at 16·94 per cent. As a result of the further reductions effected between December 1933 and April 1934 this was increased to 21 per cent. as at the latter date. Quite a number of mills effected still further reductions between April and October 1934 but many other mills were compelled to raise their rates in order to bring them up to the standards specified in the schedules drawn up by the Millowners' Association, Bombay, in June 1934 for the minimum consolidated rates to be paid by all mills in Bombay City in certain of the more numerically important unrationalised occupations. If the average daily earnings of all adult workers in all cotton mills in Bombay City in October 1934 are compared with the average daily earnings of all adult workers in the 19 mills selected for the 1926 enquiry it is found that the general reduction in wages as between July 1926 and October 1934 was one of 16 per cent.

Ahmedabad City.

With the exception of the standard rates of *moghwari* or dearness of food allowances of Rs. 1–10–0 and Re. 1–0–0 per *hapta* of 16 days paid to siders and doffers respectively in cotton mills in Ahmedabad, there are no uniform rates of dear food allowances which are paid to broad groups of occupations, as in mills in Bombay, in the Ahmedabad mills. The percentages of the dear food allowances depend either upon the awards of the Joint Arbitration Board* or on the agreements reached by the Textile Labour Association with either the Millowners' Association or the individual mills. In some cases the allowances have been consolidated with the rates as prevailing at particular dates and in others they have been kept separate. The basic rates in the last case are the rates prevalent at the dates when the particular occupations were enquired into. As we pointed out in Chapter II it would require the greater part of this report adequately to catalogue and describe the different rates of allowances given to workers in various occupations in each of the 87 mills which were working in Ahmedabad City in May 1934. As far as general changes in wage rates are concerned, wages in the Ahmedabad mills were reduced by an all round cut of 15·625 per cent. in June. 1923. No general changes were effected between 1923 and 1929 when the Textile Labour Association made a demand for the restoration of the cut made in 1923. The permanent Arbitration Board to whom the matter was referred failed to reach an agreement and the question was referred to an Umpire who awarded increases of 5 per cent. to weavers and 8 per cent. to spinners with effect from 1st January 1930. There were no general changes between 1930 and May 1934 when the census was conducted for that centre. The Departmental Enquiry found that on the basis of the ten occupations specifically studied wages in April 1934 were 5 to 6 per cent. higher than in 1926. The results of the general wage census which covered all workers in all occupations in all mills in Ahmedabad show that the general average daily earnings in May 1934 were 4·4 per cent. higher than what they were in 1926 in the 15 mills in Ahmedabad which were selected for the enquiry that was conducted in that year.

It may, however, be pointed out that by virtue of an agreement reached between the Ahmedabad Millowners' Association and the Textile Labour Association at Delhi on the 13th January 1935 there was to be an uniform reduction of 6¼ per cent. in the earnings of all time and piece workers except weavers whose earnings fell below Rs. 41-4-0 for 26 working days on the basis of a ten-hour day. Further reference to this agreement will be made in the next chapter when we examine the effects of the reductions made subsequent to the census year on the census results. In September 1936, the Ahmedabad Millowners' Association proposed a general cut of 20 per cent. in wages. On the Arbitration Board failing to reach an agreement the matter was referred to Sir G. D. Madgaonkar as Umpire. In a lengthy award, Sir Madgaonkar turned down the

*The manner in which this Board is constituted and functions has been described at page 20 of this report.

Association's demand for a cut in wages and recommended a continuation of the *status quo* on the basis of the Delhi Agreement.

Sholapur City.

In the case of the cotton mills in Sholapur, the increases granted in cash wages by individual mills between the years 1914 and 1920 were consolidated with the rates prevailing in 1914 and the first increases given as dearness of food allowances were paid in kind and were called grain allowances. These have already been dealt with at pages 30 and 31 in Chapter II. During periods of high prices the value of the grain secured by workers who did not lose more than four days in the month was as much as four times the amount of the cash deduction made for it, but during the general wage census month the value of the quantity of grain supplied was below the amount of the original deduction and the grain was therefore sold to the workers at cost. The first dearness of food allowance to be given in cotton mills in Sholapur in cash was granted in March 1920. Time rated workers received 15 per cent. and piece priced workers 30 per cent. In November of the same year these were increased to 30 and 35 per cent. respectively. Theoretically, there has been no change in the rates of these allowances between 1920 and early 1937 but a general cut of 12½ per cent. or of two annas in the rupee was imposed on all workers earning more than Rs. 13–8–0 for a full working month in all cotton mills in Sholapur with effect from January 1934. The Departmental Enquiry assessed the reduction in wages in the Sholapur mills between 1926 and April 1934 in respect of the ten most numerically important occupations at 17 per cent. but if all workers in all occupations are considered the results of the General Wage Census show a reduction of 20·5 per cent. between July 1926 and July 1934.

The Bombay Suburban, Thana, Kolaba and Ratnagiri area.

The two large cotton mills in Coorla which between them employ 5,693 or 90·7 per cent. of the total number of workers in all units in the cotton textile industry in this area closely follow the practice in mills in Bombay City with regard to general changes and movements in wages and what we have said above with regard to the mills in Bombay City applies equally to the mills in Coorla.

The Remaining Areas.

There is no uniformity in the matter of broad and general movements of wage rates in cotton mills in areas outside the Cities of Bombay, Ahmedabad and Sholapur and Coorla and the practice in each of the 25 odd cotton mills in these areas varies. It would be too tedious a task for us to attempt to catalogue the changes in wages in each individual mill and even if we did so the information would be of little value in the absence of data relating to basic rates. Moreover, there is no basis of comparison between the general wage census results for these areas and those for any other period because textile mills outside the Cities of Bombay, Ahmedabad and Sholapur were not covered by the

1926 enquiry and the figures for all mills outside Bombay, Ahmedabad and Sholapur were lumped together for the purposes of the 1921 and 1923 enquiries. For these reasons we are not commenting upon movements of wage rates in areas other than those which have already been studied.

Prevalent Rates.

No information was collected with regard to piece prices during the General Wage Census mainly because of the existence not only of very wide variations in the units on which computations are based but also owing to the vast number of different qualities for which varying rates are fixed. For example, weaving prices may be by the piece, by the yard or by weight and would depend on warp and weft counts, reed space and picks to the inch. Special allowances may be given for designs and borders. The Labour Office had made an attempt to collect data with regard to piece prices during the 1926 enquiry into wages in selected cotton mills in certain areas of the Bombay Presidency. The information received was of so diverse and technical a character that no satisfactory method could be found of tabulating or dealing with it. In view of this it was decided to collect no information with regard to piece prices for the 1934 census. The three following tables give the distribution of operatives in the textile cotton industry in the Bombay Presidency according as they were on time or piece rates of wages, by areas and age and sex groups, firstly for "process" operatives, secondly for operatives in engineering occupations and in occupations common to all factories and thirdly for all operatives taken together.

Distribution of Process Operatives according as they were on Time or Piece Rates of Wages.

Areas.	Men.		Women.		Children.	
	Time.	Piece.	Time.	Piece.	Time.	Piece.
Bombay City ..	47,297	46,834	4,469	18,389	2	..
Bombay Suburban, Thana, Kolaba, and Ratnagiri.	2,510	2,352	197	715	..	6
Ahmedabad City ..	28,693	35,026	4,641	5,825	22	..
Ahmedabad, Kaira and Panch Mahals.	1,257	1,399	182	227	102	..
Broach and Surat ..	1,123	1,288	199	379	40	..
East and West Khandesh.	2,908	2,850	49	1,179	313	..
Poona, Nasik and Ahmednagar.	320	351	18	98	..	..
Sholapur City ..	5,782	4,936	567	3,150	408	..
Sholapur and Satara ..	754	491	87	366	74	17
Belgaum, Dharwar, Bijapur and Kanara.	2,171	797	536	1,273	37	..
Presidency Proper ..	92,815	96,324	10,945	31,601	998	23

The distribution of "process" operatives in time rated and piece priced groups varies widely between area and area. As far as male workers are concerned the numbers on time and piece rates in Bombay are almost equal—the percentages to the total number employed on both time and piece being: time 50·24 per cent.; piece 49·76 per cent. In Ahmedabad the ratio is: time 45·03; piece 54·97 per cent. In Sholapur it is: time 53·95 per cent. piece 46·05 per cent. In the Sholapur and Satara area time rated men predominated to the extent of 60·56 per cent. and only 39·44 per cent. were on piece prices. The ratio of 73·15 per cent. on time rates to 26·85 per cent. on piece rates in the Belgaum, Bijapur, Dharwar and Kanara area is largely influenced by the Gokak Mills which is entirely a spinning mill and which employs a total number of 3,021 operatives in all. If male process operatives in all areas are considered together the percentages on time and piece rates are 49·1 and 50·9 respectively. If women operatives alone are considered the variations in the ratios of the numbers on time and piece rates are even still more striking. In mills in Ahmedabad 44·34 per cent. of the total number of women employed in "process" occupations were on time rates and 55·66 per cent. were on piece prices. In mills in Bombay, 80·52 per cent. were on piece prices and only 19·48 per cent. were paid at time rates. In East and West Khandesh women were almost entirely on the basis of payment on production and only 3·99 per cent. were on time rates. In mills in Sholapur 84·75 per cent. of process women were piece rated and 15·25 per cent. time rated. If all process women in all areas are taken together the ratio is: time 25·7 per cent.; piece 74·3 per cent. Children are almost entirely time rated and only 23 out of a total of 1,021 returned in process occupations were on piece prices.

Distribution of Operatives in Engineering and "Common" occupations according as they were on Time or Piece Rates of Wages.

Areas.	Men.		Women.		Children (all on time rates).
	Time.	Piece.	Time.	Piece.	
Bombay City	9,919	49	1,460	1	..
Bombay Suburban, Thana, Kolaba and Ratnagiri.	486	20	52	2	..
Ahmedabad City ..	7,457	2	442	..	..
Ahmedabad, Kaira and Panch Mahals.	405	..	28	..	..
Broach and Surat ..	304	5	35	..	..
East and West Khandesh ..	776	9	25	..	..
Poona, Nasik and Ahmednagar.	93	..	7	..	..
Sholapur City	1,602	19	268	..	3
Sholapur and Satara ..	231	2	29	..	..
Belgaum, Bijapur, Dharwar and Kanara.	825	16	54	..	..
Presidency Proper ..	22,098	122	2,400	3	3

Only 122 out of a total number of 22,220 male operatives employed in engineering and "common" occupations in the cotton textile industry in the Bombay Presidency were paid on the basis of production and more than 99 per cent. were time rated. Piece rated men in engineering and "common" occupations were mostly oilers. The three women on piece prices are a negligible factor when considered with the 2,400 who were paid on time rates. The figures for individual areas are self explanatory and need no comment.

Distribution of All Operatives in the Cotton Textile Industry according as they were on Time or Piece Rates of Wages.

Areas.	Men.		Women.		Children.	
	Time.	Piece.	Time.	Piece.	Time.	Piece.
Bombay City ..	57,216	46,883	5,929	18,390	2	..
Bombay Suburban, Thana, Kolaba and Ratnagiri.	2,996	2,372	249	717	..	6
Ahmedabad City ..	36,150	35,028	5,083	5,825	22	..
Ahmedabad, Kaira and Panch Mahals.	1,662	1,399	210	227	102	..
Broach and Surat ..	1,427	1,293	234	379	40	..
East and West Khandesh.	3,684	2,859	74	1,179	313	..
Poona, Nasik and Ahmednagar.	413	351	25	98	..	..
Sholapur City ..	7,384	4,955	835	3,150	411	..
Sholapur and Satara..	985	493	116	366	74	17
Belgaum, Dharwar, Bijapur and Kanara.	2,996	813	590	1,273	37	..
Presidency Proper ..	114,913	96,446	13,345	31,604	1,001	23

The addition of large numbers of time rated men in engineering and "common" occupations to the corresponding numbers in "process" occupations has upset the distribution as between time and piece shown in the first of the three above tables and the figures for all time rated men in all areas are consequently greater than those for all piece rated men. Taking all male operatives in the cotton textile industry in the Bombay Presidency together it is found that 54·4 per cent. were on time rates and

45·6 per cent. were on piece prices. The figures for women operatives, on the other hand, are not influenced to the same extent as those for men are and if all women in the cotton textile industry are considered it is found that 29·7 per cent. were paid at time rates and 70·3 per cent. on the basis of production. If all adult workers in all occupations are taken together it is found that they were equally divided between time and piece rates: Time 128,258; Piece 128,050.

All units covered by the General Wage Census were specifically instructed that in all cases where time rates were calculated on the basis of a basic rate *plus* a percentage dearness of food or war allowance and where these were further subject to percentage additions or deductions for general increases or cuts in wages, the figures to be entered in the census forms in the column for "rate of wages" should be the consolidated rates after providing for the increase and/or the decrease. The practice adopted in the preparation of all muster and pay rolls, however, was to ascertain first of all what the gross earnings were at the specified basic rates (which may be per day, per month or per *hapta*) for the actual number of days worked. To this figure is added the percentage for the dear food allowance. The resulting figure is then subjected to further additions and/or deductions for percentage increases or cuts. On top of all this are varying bonuses for good attendance which are paid only if attendance reaches specified limits. In mills in Ahmedabad, the *moghwari* allowances of Rs. 1/10 and Re. 1 per *hapta* of 16 days paid to siders and doffers are earned as soon as 10, 11 or 12 days in the *hapta* concerned are put in. If less than these numbers of days are worked the allowance is not paid *pro rata* but on scales which vary from mill to mill. Some mills pay 1 anna per day, some 1 anna 6 pies per day, some 1 anna 7 pies and some 1 anna 8 pies per day. It is clearly impossible to assess correctly both this *moghwari* allowance and the good attendance bonus in the time rate and this even where it is standardised for any particular occupation must vary as between individual and individual according to the number of days he puts in in any particular wage period. The information furnished by mills for the rate in cases where time rates were calculated in the manner shown must, in view of what we have stated, be far from correct. We also have considerable doubts whether all time keepers made all the calculations which were necessary in the case of each individual before arriving at the accurate time rate to be shown.

In the first and the second of the General Wage Census reports dealing with wages, hours of work and conditions of employment in the engineering and printing industries respectively, we gave tables of frequencies of different rates for about half a dozen or so of the more numerically important occupations in each industry. It was possible to do this because rates in these industries are mostly time rates per day or per month and are not subject to allowances and deductions. In other words, rates are mostly consolidated time rates. In the case of each of the occupations so studied, two frequency tables were compiled, one for daily rates and the other for monthly rates. Various attempts made to prepare similar frequency tables of rates in the more numerically

important time rated occupations in the cotton textile industry were completely frustrated owing to the existence of the widely varying factors which we have described in this chapter. Our comments at the best can only relate to the most predominant rates in particular areas but even here no comparison is possible between the two chief areas of the industry, viz., Bombay and Ahmedabad because in the former time rates are either daily or monthly rates and in the latter they are for *haptas* of 16 days with conditions in all cases for the earning of the hypothetical pay for the Sundays and the holidays falling within the *hapta*. In view of all this we have decided to refrain from making any comments on rates of wages and to proceed at once to deal with earnings with regard to which the Labour Office procured full and accurate data relating to every individual worker in every working unit in the cotton textile industry in the Bombay Presidency.

CHAPTER VI.

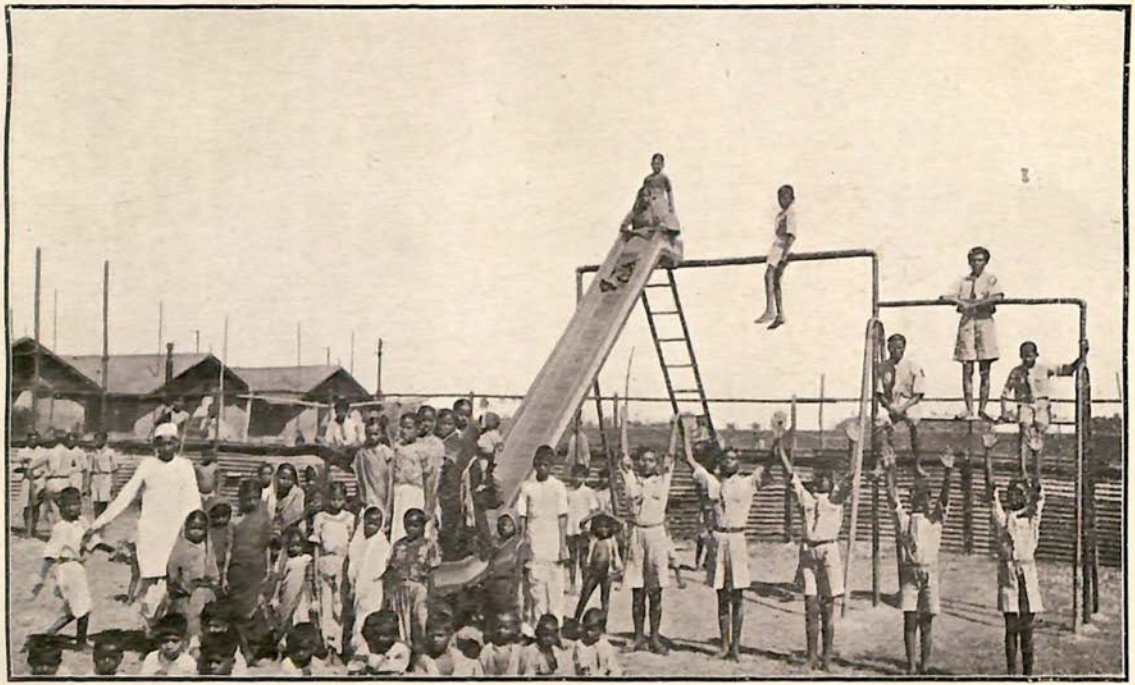
Earnings and Attendance.

Meanings of the terms "Earnings" and "Average".

In the previous chapter we dealt with rates of wages. This chapter deals with earnings. The term "rate of wages" applies to the sum of money which an employer contracts to pay to his workman for a specified amount of work done. It may be expressed in terms of time or quantity or both. In the first case it is called a time rate and it may be a monthly, daily or hourly rate or a rate for any other period of time. In the second case it is called a piece rate or more scientifically, a piece work price. In the third case it is called a task rate. Rates may be, and as far as the Cotton Textile Industry is concerned often are, supplemented by various types of bonuses and allowances. The term "earnings" refers to the actual amount a workman receives for work done during any given period of time. They vary with the rates of pay, the time worked, etc., and include allowances and bonuses. "Earnings" may be either "gross" or "net". "Gross earnings" represent the amount to which a workman is entitled for the work he has done. "Net earnings" represent the amount which he is due to receive after deductions for fines and penalties.

For the purposes of the general wage census, which covered every perennial factory in the Bombay Presidency proper, it was essential to secure absolute uniformity in the figures returned by each concern for the "earnings" of each of its workpeople. A definition of the term was included in the instructions printed at the back of every form and verbal instructions were also given to the clerical staffs at all the mills and factories covered. Two typical forms for time and piece workers are reproduced in Appendix A in a General Appendix at the end of this report. As far as textile mills in Bombay and Sholapur were concerned, the head time-keepers and head clerks of all the mills were requested to attend special meetings at which the object of the census was explained and detailed instructions regarding the accurate filling up of the census forms were given. These meetings were most helpful because many of the time-keepers brought up points which were discussed and provided for.

The figures to be returned for "earnings" were to include cash remuneration from basic rates of wages and all allowances such as dearness of food or grain allowances, bonuses for good attendance or for efficient work, payments for double substitute or double *badli* work, pay for holidays or for periods of leave granted with pay and regular cash payments made for travelling to and fro between home and factory. No figures were to be included for wages paid for overtime work, partly because there is little overtime in the sense in which the word is usually understood and partly because of the peculiar conditions governing payment for it, which are fully described in the section dealing with this subject at page 34. All fines were to be deducted but no deductions were to be made for the value of spoilt cloth handed over to a worker. No additions were to be made for the value of rent-free quarters provided by the employer as is



THE FREE PHYSICAL TRAINING CLASS FOR THE OPERATIVES OF THE CENTURY MILLS, BOMBAY.

[*To face page* 80

generally done in the case of members of the "watch and ward" department in all mills, for travelling allowance and for *bhatta* for duty or work away from the factory, and for the free railway passes given by the railways to their employees. No deductions were to be made from the net earnings so arrived at for suscriptions to provident funds, for club fees, income-tax, medical attendance, etc.

No difficulty was experienced in cases where the pay period was the calendar month and in all such cases the managements concerned were requested to furnish figures for one whole calendar month—October 1934* for cotton textile mills in Bombay, July 1934* for cotton textile mills in Sholapur, January 1934 for one mill in Poona and May 1934 for all monthly rated workpeople in mills in Ahmedabad and in other centres in the Presidency. In all cases where the pay period was less than a calendar month as in the case of large groups of workpeople in the cotton mills in Ahmedabad City it was decided to collect figures for one complete pay period or *hapta* falling in the month of May 1934. An exception was made in the case of bi-monthly paid workers who are paid for periods from the 1st to the 15th and from the 16th to the end of the month. In this case the figures for the two periods in May 1934 were totalled and the totals were entered in the census forms. The question of calling for figures for two *haptas* was given a great deal of consideration but was discarded owing to the enormous trouble which would have devolved upon clerical staffs in the Ahmedabad mills in their having to add up two sets of figures from two separate musters in respect of each of their workers before making the entries in the census forms. Even if this had been done the figures, although of some value in so far as returns would have been secured for longer periods of time, would not have been of any value for purposes of ascertaining monthly averages of earnings because the two *haptas* in the case of the 16-day *hapta* paid workers would have totalled 32 days and in the case of the 14-day *hapta* paid workers such as the weavers to 28 days.

The figures furnished by every factory for each of its workmen included (1) rates of wages for time rated occupations; (2) the number of days *actually worked* by each individual out of the maximum working days in the wage period specified at the top of each form; and (3) earnings during the specified wage period. No information was collected with regard to piece prices. In the case of all mills where the practice of handing over spoilt cloth to the worker concerned and of deducting its value from his wages prevailed, the mills were asked to furnish figures for the value of the spoilt cloth so handed over during the wage period concerned in a separate column specially provided in the forms for this purpose. As already pointed out no deduction was to be made from "earnings" for the recoveries in respect of the spoilt cloth handed over.

The three simple sets of figures returned for every workman in every perennial factory in the Presidency are capable of being tabulated in a variety of ways to show both frequencies and averages of rates, attendance

*The reasons for making a departure from the general wage census month of May 1934 for cotton textile mills in Bombay and Sholapur have been explained at page 17 in Chapter I of this section.

and earnings. The tabulations undertaken for frequencies of rates have already been dealt with in the previous chapter. The main earnings tables Nos. II to XI (both inclusive) printed at pages 149 to 189 of this section of the report give figures showing the number of workers returned in each occupation according to whether they were on time rates or piece prices and whether they were men or women, the average percentage attendance of the workers in each group, their average daily earnings and in cases where all the workers in a group in any particular area were on a monthly basis of employment their average monthly earnings. *Average percentage attendance* is the percentage ratio between the total number of days actually worked by all the individuals in a particular occupation or group of occupations and the aggregate of possible working days in the wage period specified. *Average daily earnings* are arrived at by dividing the aggregate of the wages for all the persons in any occupation group or groups by the number of days actually worked during the pay period. *Average monthly earnings* are ascertained by dividing the aggregate of the monthly wage figures for all the persons in any occupation group or groups by the number of persons in the group or groups. A fuller explanation of the methods employed in ascertaining these three sets of averages has been given at pages 68 to 70 of the first of the general wage census reports dealing with wages, hours of work and conditions of employment in the engineering industry.

Effect of Wage Reductions on the Census Results.

Before we proceed to examine the figures for earnings in some of the more numerically important occupations in the cotton textile industry in various centres in the Bombay Presidency it is of the utmost importance to examine such changes as have been effected in wage rates in different centres since the dates when the census was held.

As we saw in Chapters II and V, the period June 1933 to May 1934 was one in which all cotton textile mills in the City of Bombay and in Coorla were taking unilateral action in the matter of wage reductions. In most cases wages were reduced twice during this period and in a few cases even thrice. The introduction by the Millowners' Association, Bombay, of a uniform list of standard time rates for unrationalised occupations to be brought into effect from 1st July 1934 led to still further reductions in some cases and to the raising of the levels up to the scheduled rates in others. To the best of the knowledge of the Labour Office this general movement of changes in wage rates had ceased by the end of August 1934 and a state of wage stability had been reached by October when the census for cotton mills in Bombay and Coorla was held. Time rates of wages remained unaffected with the introduction of the 54-hour week with effect from the 1st January 1935 and in order to compensate workers on piece prices against the possible fall in earnings consequent on the reduced production likely to result from the shorter hours, the dear food allowances were to be raised to 40 per cent. in the case of all mills where this allowance had been reduced to below this figure with effect from that date. Early in 1935, three Assistant Commissioners of Labour conducted a personal investigation from mill to mill in several mills in the City in

order to enquire into the effects of the reduced hours in the case of piece-workers generally and of weavers in particular. These enquiries revealed that in most cases the workers had made up for reduced time by an increase in efficiency and in some cases a position of balance had been reached and others were not very far from it. A careful analysis of the data available showed that on a balance of averages, partial loss of production in some cases counter balanced by an increased dear food allowance up to 40 per cent. in others, almost left a position of *status quo* as in October 1934. The appointment of a Labour Officer by the Government of Bombay towards the end of 1934 to look after the interests of cotton mill-workers in mills in Bombay City has led to a slightly upward trend in the adjustment of wage rates in many cases but these adjustments are not of sufficient importance to warrant the deduction that the final averages of the October 1934 enquiry are likely to be materially affected. In view of what has been stated it may be presumed that the results of the general wage census as far as cotton mills in Bombay City and Coorla are concerned are fairly representative of the conditions existing as at the moment of writing (early 1937).

In the case of the mills in Ahmedabad City, Article I of the Agreement reached between the Ahmedabad Millowners' Association and the Textile Labour Union at Delhi on the 13th January 1935 provided for a "uniform reduction of 6¼ per cent. (one anna in the rupee) in the earnings of all time and piece workers including those paid on a monthly basis". It was understood, however "that in the case of mills where the average earnings of weavers for six months from June to December 1934 fall below Rs. 43 for a period of 26 working days, or Rs. 20 for a *hapta* of 12 working days, the reduction will be so applied as not to bring down the said earnings below Rs. 41–4–0 for 26 working days on a 10 hours' basis, provided that the reduction will not apply to the said earnings below the amount of Rs. 41–4–0 or Rs. 19 per *hapta* in view of the reduction of earnings likely to be caused by the reduction of hours". As far as all workpeople on time rates of wages are concerned, the results of the general wage census which was held in that centre for May 1934 are reducible by an anna in the rupee. These workers were not affected any further by the introduction of the 54-hour week. But as far as workers on piece prices are concerned such evidence as is available goes to show that they and especially the weavers have not been able to make up for the full loss of time imposed by the shorter week by increased efficiency because the standard of efficiency in the Ahmedabad mills was already very high when the 54-hour week came into effect. From such information as we have been able to collect from persons who have an intimate knowledge of conditions in cotton mills in Ahmedabad we are able to deduce that the improvement effected in production is about 40 per cent. of the time (one hour) lost. That is to say, the workers have been able to make up 24 minutes and that they have lost production for 36 minutes on the basis of a ten-hour day. The result is that workers on piece prices have lost 36/600 or 6 per cent. in production and consequently in earnings. This together with the 6¼ per cent. cut imposed by the Delhi agreement may for purposes of easy calculation be considered as a total loss of 12½ per

cent. or two annas in the rupee of earnings. As we saw in the last chapter there have been no further general reductions or increases in wages in the Ahmedabad mills since the date of the Delhi agreement, and the results of the general wage census may be considered to hold good on the basis of a uniform reduction of one anna in the rupee in the case of the averages for all workers on time rates of wages and of two annas in the rupee for all workpeople on piece prices.

Following in the wake of Ahmedabad, cotton mills in Viramgaum which have been included in the Ahmedabad, Kaira and Panch Mahals area and in the cities of Broach and Surat which have been included in the Broach and Surat area effected reductions in rates unilaterally between June 1934 and the end of 1935. These reductions amount on an average to about 12½ per cent. or two annas in the rupee. The results of the general wage census for these areas should also therefore be subjected to a reduction by two annas in the rupee. Three out of five mills in the East and West Khandesh area reduced dear food allowances by 7½ per cent. which resulted in an average cut of about one anna in the rupee for this area. To the best of the knowledge of the Labour Office there have been no general changes in rates since the date of the census in any of the cotton mills located in the four areas of the Southern Mahratta Country including those in Sholapur City and the results of the census for these areas may therefore be considered to hold good at the date of the publication of this Report.

In our comments in this chapter on the averages for some of the more numerically important occupations we shall naturally deal with the figures as they stand in the main tables without further reference to the changes effected in the rates in certain areas but it would be useful to the users of this report to indicate in a summary form the reductions which should be made in order to readily ascertain the average earnings as they most probably stand to-day. These are shown in the following table :

Area.	Extent of Reduction.	
	Time workers.	Piece workers.
Bombay City	*Nil.*	*Nil.*
Bombay Suburban, Thana, Kolaba and Ratnagiri.	*Nil.*	*Nil.*
Ahmedabad City	1 anna in rupee ..	2 annas in rupee.
Ahmedabad, Kaira and Panch Mahals ..	2 annas in rupee ..	2 annas in rupee.
Broach and Surat	2 annas in rupee ..	2 annas in rupee.
East and West Khandesh	1 anna in rupee ..	1 anna in rupee.
Sholapur City	*Nil.*	*Nil.*
Sholapur and Satara	*Nil.*	*Nil.*
Poona, Nasik and Ahmednagar ..	*Nil.*	*Nil.*
Belgaum, Bijapur, Dharwar and Kanara.	*Nil.*	*Nil.*

In the case of the Presidency averages for specific occupations or for groups of occupations the weighted figures on the basis of the specified reductions amount to five pies in the rupee in the case of workers on time rates of wages, nine pies in the rupee in the case of workers who are paid on the basis of production and of seven pies in the rupee of earnings for all workers.

We now proceed to examine the figures for earnings in some of the more important occupations in the cotton textile industry in each of the ten areas into which the Bombay Presidency proper was divided for purposes of the census. It is important to remember that the figures for the Ahmedabad, Kaira and Panch Mahals area exclude the figures for Ahmedabad City which has been dealt with as a separate area. In the same way, the figures for the Sholapur and Satara area exclude those for Sholapur City. Although the main tables contain figures both for average daily earnings and for average monthly earnings in all cases where groups of workers are uniformly paid for periods of calendar months, the figures reproduced in the summary tables in this chapter, except for persons in subordinate supervisory occupations such as jobbers who are almost uniformly monthly rated in all centres, are for average daily earnings because of the fact that the workpeople in the majority of the occupations on the process side of the cotton textile industry in Ahmedabad City, in the Ahmedabad, Kaira and Panch Mahals area and in the Broach and Surat area are paid by *haptas* or periods of 16 or 14 days or less. And, moreover, whereas average daily earnings remain more or less constant as long as wage rates do not fluctuate, the figures for average monthly earnings depend not only upon the number of working days in each month but also on seasonal factors such as the monsoon and the Hindu marriage season when the tendency among workpeople to remain absent from work is more marked than at other times in the year. In order to get round this difficulty, the Bombay and the Ahmedabad Millowners' Associations normally reckon monthly wages in terms of a month of 26 working days. But, whereas, the average monthly earnings of *full time workers*, or in other words of those workers who attend during the whole of a month without any absence, can be easily computed by multiplying the figures for average daily earnings by 26, the resulting figures would not correctly represent actual averages of earnings of all workers because these depend upon the extent of absenteeism which as will be seen by referring to the main tables is round about ten per cent. in the majority of the occupations in most areas. In many cases it is more, in some less.

No attempt was made during the tabulations in connection with the general wage census to ascertain the monthly averages for full time workers because this would have meant the reposting of all sets of items relating to all workers who had worked without any absence throughout the census month—a very voluminous task and one which would have necessitated a considerable increase in our clerical staff. Such a tabulation would have also further delayed the publication of this report. Test calculations undertaken with regard to this matter, moreover, showed that

similar results are arrived at by multiplying the average for daily earnings by the number of working days in the census period and as already pointed out this can easily be done by anybody who wants to ascertain the average monthly earnings of *full time workers*. The figures in the main tables for average monthly earnings of all workers are not without value and they correctly represent the true state of affairs in the census month for each area.

In the summary tables which follow the figures given in brackets below the averages of earnings relate to the numbers of workpeople concerned in each case.

Subordinate Supervisory Occupations.

All persons returned in the higher supervisory occupations such as managers, engineers, weaving and spinning masters, etc., and also in all clerical occupations from all factories in the Presidency will be dealt with in a special report entitled "Salaries and Conditions of Employment of Supervisory and Clerical Staffs in Perennial Factories in the Bombay Presidency". Almost all factories, however, have a nucleus of subordinate supervisory staffs recruitment for which is often effected from the more efficient of the workers. In engineering workshops and in the mechanical departments of textile mills and a few of the larger non-engineering factories, these occupations are chargemen, maistries and mukkadams—occupations which are monthly time rated in all factories including mills. On the process side in cotton textile mills these subordinate supervisory occupations are head jobbers, jobbers and mukkadams. Women in the subordinate supervisory occupations in the winding and reeling departments are called *naikins*.

The following table sets out the average monthly earnings of head jobbers:—

Average Monthly Earnings of Head Jobbers.

Areas.	Head Jobbers.			
	Spinning side.		Weaving side.	
	Time.	Piece.	Time.	Piece.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	96 6 6 (248)	122 1 8 (41)	134 11 1 (66)	151 1 4 (89)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	104 14 6 (3)	116 13 0 (1)	201 4 0 (2)	141 1 0 (2)
Ahmedabad City	72 4 11 (199)	....	126 10 11 (134)	187 10 8 (10)

Areas.	Head Jobbers.			
	Spinning side.		Weaving side.	
	Time.	Piece.	Time.	Piece.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Ahmedabad, Kaira and Panch Mahals.	58 0 11 (6)	....	158 14 11 (2)	100 14 6 (1)
Broach and Surat ..	65 5 6 (4)	72 4 3 (1)	116 13 6 (3)	....
East and West Khandesh ..	54 9 0 (16)	115 5 6 (4)	78 0 8 (8)	136 0 7 (5)
Poona, Nasik and Ahmednagar	75 0 0 (1)	....	....	64 0 8 (13)
Sholapur City	55 13 6 (7)	100 6 5 (14)	48 6 10 (8)	115 8 5 (13)
Sholapur and Satara ..	48 8 11 (7)	43 2 6 (3)	58 1 0 (1)	55 12 2 (2)
Belgaum, Dharwar, Bijapur and Kanara.	103 9 4 (4)	....	62 1 2 (3)	....
Presidency Proper.. ..	83 7 5 (495)	112 5 11 (64)	124 3 1 (227)	139 7 11 (135)

It will be noticed that there is little uniformity in the method of payment (time or piece) of head jobbers employed in mills in different areas of the Presidency. Whereas all head jobbers on the spinning side in mills in Ahmedabad City are paid on time rates nearly 15 per cent. of the total number so employed in mills in Bombay are paid on the basis of production. The figures for the weaving side are much more remarkable. In mills in Bombay City, 89 out of a total number of 155 head jobbers employed or a little over 57 per cent. are paid on production whereas in Ahmedabad only 10 out of 144 head jobbers or about seven per cent. are paid on piece prices, the remaining 93 per cent. being time rated. In mills in Sholapur City, there are more piece rated than time rated head jobbers. In all these three chief centres of the industry, the earnings of piece rated men are higher than those of the time rated men.

Earnings vary widely between area and area. On the spinning side they are as low as Rs. 43–2–6 per month for piece rated men in mills in the Sholapur and Satara area and as high as Rs. 122 in mills in Bombay or nearly three times as much. In Ahmedabad the monthly average is Rs. 72–4–11 and over twenty-four rupees lower than time rated men and nearly fifty rupees lower than piece rated men in Bombay City. On the weaving side, head jobbers on time rates earn Rs. 126–10–11 per month

in Ahmedabad as against Rs. 134–11–1 in Bombay but among piece rated men the average earnings in Ahmedabad amount to Rs. 187–10–8 as against Rs. 151–1–4 in Bombay. Sholapur City with a monthly average of Rs. 48–6–10 for head jobbers on time rates shows the lowest average for this occupation on the weaving side. The highest average is Rs. 201–4–0 for two men on the weaving side in the Bombay Suburban, Thana, Kolaba and Ratnagiri area but this does not mean that head jobbers in the other areas do not receive as much. Many do but they have been merged in the averages. The Presidency averages show that head jobbers on time rates earned monthly averages of Rs. 83–7–5 and Rs. 124–3–1 respectively in spinning and weaving and that in the case of piece rated men similar earnings amounted to Rs. 112–5–11 and Rs. 139–7–11 respectively. The general averages for all head jobbers in all mills in the Presidency are Rs. 86–12–4 per month on the spinning side, Rs. 129–14–5 per month on the weaving side and Rs. 103–11–7 per month for all head jobbers.

In the following table we give the average monthly earnings of jobbers, fancy jobbers and *naikins*.

Average Monthly Earnings of Jobbers, Fancy Jobbers and Naikins.

Areas.	Jobbers.				Fancy Jobbers.		Naikins (Women).
	Spinning Side.		Weaving Side.				
	Time.	Piece.	Time.	Piece.	Time.	Piece.	Time.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City ..	46 2 4 (1,394)	57 0 2 (302)	53 2 9 (524)	87 7 6 (1,031)	64 13 1 (143)	102 5 4 (6)	35 12 4 (130)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	45 9 11 (20)	59 14 9 (14)	45 7 10 (19)	73 5 9 (71)	52 6 0 (6)	71 6 2 (7)	27 15 0 (5)
Ahmedabad City ..	38 1 3* (868)	..	48 14 2 (273)	110 0 0 (1,051)	41 1 9 (305)	..	22 7 7 (11)
Ahmedabad, Kaira and Panch Mahals.	35 1 4 (60)	..	39 6 10 (16)	78 13 8 (44)	51 1 11 (9)	..	47 0 0 (1)
Broach and Surat ..	31 1 9 (36)	47 11 3 (6)	38 1 2 (18)	68 1 5 (42)	38 10 2 (16)	..	22 9 4 (4)
East and West Khandesh.	29 0 10 (63)	42 8 3 (27)	32 12 9 (43)	62 5 9 (91)	22 12 7 (31)	..	22 3 7 (11)
Poona, Nasik and Ahmednagar.	35 11 4 (10)	..	40 2 1 (9)	..	49 6 6 (2)	..	..
Sholapur City ..	29 3 7 (55)	41 10 2 (108)	36 12 8 (62)	51 15 8 (195)	47 15 2 (7)	42 14 5 (8)	16 1 5 (17)
Sholapur and Satara.	19 15 11 (30)	29 2 4 (3)	23 6 6 (13)	30 15 1 (18)	..	..	13 1 6 (10)
Belgaum, Dharwar, Bijapur and Kanara	31 0 9 (38)	73 3 0 (23)	19 8 1 (14)	34 3 8 (6)	..	..	18 6 7 (20)
Presidency Proper ..	41 9 8 (2,574)	51 9 10 (483)	48 7 4 (991)	91 0 8 (3,144)	46 14 5 (519)	69 6 0 (21)	27 14 10 (239)

*This figure includes 31 jobbers who are paid on the basis of 16 day *hapta*. The average monthly earnings for the whole group have been adjusted by raising the earnings to a monthly basis.

As in the case of head jobbers, all jobbers on the spinning side in cotton mills in Ahmedabad City are on time rates of wages. In Bombay nearly 18 per cent. of those employed on the spinning side are on piece prices. But, although the proportion of those employed on the weaving side on time rates and on the basis of production varies from area to area, all jobbers in the weaving department itself in all mills are uniformly paid on piece prices; or, to be exact, on the basis of the production of the number of weavers allotted to each of them. The variation in the levels of earnings as between area and area is again very large and it will be noticed that those for the Sholapur and Satara area are particularly low. As an example, it may be pointed out that the average monthly earnings of piece rated jobbers in weaving in this particular area were about three-tenths of the earnings of the same class of men in Ahmedabad City. Piece rated weaving jobbers in the Ahmedabad mills were the highest paid in the Presidency and they earned as much as Rs. 110 per month as against Rs. 87–7–6 in mills in Bombay City and Rs. 51–15–8 in mills in the City of Sholapur. Fancy jobbers are entirely time rated in Ahmedabad and almost so in Bombay. As far as this group is concerned their earnings both in Bombay and in Sholapur are considerably higher than in Ahmedabad, the actual figures being: Bombay—Rs. 64–13–1 per month; Sholapur—Rs. 47–15–2 per month; and Ahmedabad—Rs. 41–1–9 per month. The few fancy jobbers who were on piece prices in Bombay earned as much as an average of Rs. 102–5–4. All jobbers in all mills in the Presidency but excluding fancy jobbers earned an average of Rs. 43–0–4 per month on the spinning side and Rs. 79–1–7 per month on the weaving side. If all jobbers are taken together their average monthly earnings for all mills in the Presidency amount to Rs. 62–12–3.

As far as *naikins* are concerned if the earning of Rs. 47 per month for the Ahmedabad, Kaira and Panch Mahals area is excluded because it is for only one individual person we find that these women mukkadamines earned, on an average, as much as Rs. 35-12-4 per month in mills in Bombay City as against Rs. 22–7–7 in Ahmedabad and Rs. 16–1–5 in Sholapur. The figure for naikins in the Sholapur and Satara area is again low as compared with other areas—a feature of almost all occupations in all industries in this area.

Blow Room.

The main occupations in the Blow Room of cotton textile mills are opener attendants, intermen, single-machine scutcher tenters, willow-men and thread extractors. All these occupations are mostly staffed by men and rates of wages are almost universally time rates. In the following table we set out the average daily earnings in each of these five occupations. The figures in all cases are for men.

Average Daily Earnings in some selected occupations in the Blow Room—Men (Time).

Areas.	Opener Attendants.	Intermen.	Single-Machine Scutcher Tenters.	Willow-men.	Thread Extractors.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	0 13 1 (702)	0 13 7 (162)	0 13 0 (270)	0 12 6 (247)	0 12 0 (214)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	0 13 2 (35)	0 13 2 (7)	0 13 3 (14)	0 12 10 (8)	0 13 1 (6)
Ahmedabad City ..	0 14 7 (299)	0 15 0 (93)	0 15 0 (281)	0 14 4 (95)	0 13 6 (73)
Ahmedabad, Kaira and Panch Mahals.	0 9 11 (16)	0 11 4 (6)	0 12 3 (12)	0 7 5 (1)	0 8 9 (2)
Broach and Surat ..	0 10 11 (14)	0 11 0 (5)	0 11 9 (13)	0 10 5 (1)	0 10 8 (3)
East and West Khandesh ..	0 10 2 (63)	0 9 7 (9)	0 10 4 (20)	0 10 2 (13)	0 9 10 (6)
Poona, Nasik and Ahmednagar.	0 10 8 (3)	..	0 10 3 (3)	0 11 1 (2)	..
Sholapur City	0 8 8 (64)	0 9 3 (13)	0 9 7 (45)	0 8 8 (21)	0 8 10 (17)
Sholapur and Satara ..	0 6 11 (8)	0 6 6 (5)	0 6 7 (10)	0 6 5 (4)	0 6 8 (3)
Belgaum, Bijapur, Dharwar and Kanara.	0 7 7 (36)	0 9 9 (8)	0 9 5 (25)	0 9 5 (11)	0 9 1 (10)
Presidency Proper ..	0 12 7 (1,240)	0 13 1 (308)	0 12 10 (693)	0 12 3 (403)	0 11 10 (334)

A feature of the figures in the above table is the similarity of the averages of the daily earnings in all these five occupations in each area. For example, the variation in the case of the Sholapur and Satara area ranges from six annas and five pies per day for willowmen to six annas and eleven pies per day for opener attendants or to a maximum of six pies in all. The maximum variation in Bombay is one anna and

seven pies but intermen with an average of 13 annas 7 pies per day are the highest paid group. The levels in Ahmedabad City in the case of each of these five occupations were from one anna and three pies to two annas per day more than in Bombay and the actual earnings in each case were more than double those in the Sholapur and Satara area. For mills in Sholapur City the earnings vary from an average of eight annas eight pies per day for opener attendants and willowmen to nine annas seven pies per day for single machine scutcher tenters. If the general averages for each of these five occupations for the whole of the Presidency are studied we find that intermen with 13 annas 1 pie per day were the best paid class in the blow room and the lowest paid were the thread extractors with 11 annas 10 pies—the maximum variation here too amounting to only 1 anna and 3 pies per day.

Rationalisation has made some progress in this department in mills in Bombay City which returned 126 double machine scutcher tenters in all with an average daily earning of Rs. 1-1-4; that is to say, four annas and four pies per day higher than that of single machinemen. The number returned by Ahmedabad was only five but their average daily earnings were only six pies more than those of the single machinemen and amounted to 15 annas 6 pies per day. The Ahmedabad mills, as pointed out in Chapter I, are gradually extending the scope of employment for women in many of the occupations which were formerly reserved for men and in pursuance of this policy some mills are trying out women in the Blow Room as well. The numbers returned are: opener attendants—8; single machine scutcher tenters—1; willowmen—19; and thread extractors—20. Bombay mills only gave employment to four women as thread extractors. Mills in the Sholapur City and the Belgaum, Bijapur, Dharwar and Kanara areas are resorting to payment on production in this department but progress is slow as is evidenced by the numbers employed on piece prices. The piece rated men in the Sholapur City mills are earning more than the time rated men but in the other areas less. The figures for the average earnings of the women and the piece rated men employed in this department will be found in the main tables for the areas concerned.

The Carding Room.

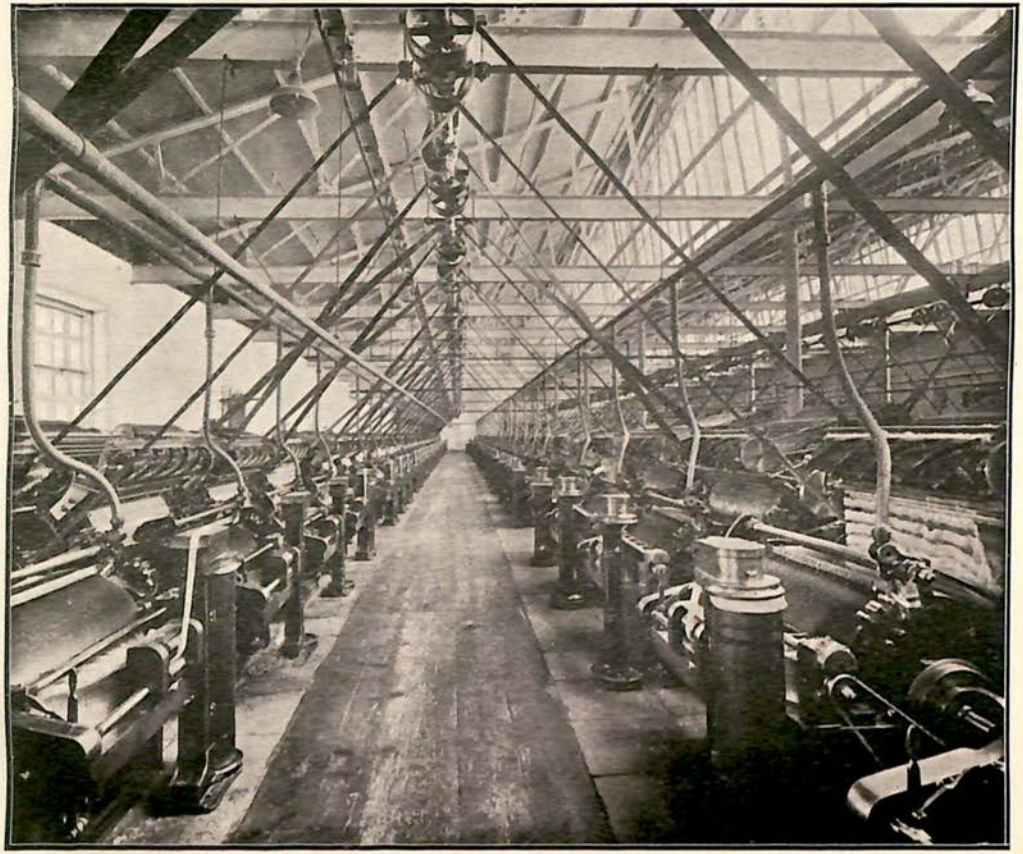
The principal occupations in the carding room are those of grinders, strippers, lap carriers, carding machine attendants and fly collectors. In many mills strippers do grinding as well and the occupation is then called "strippers and grinders". In mills that have adopted rationalised methods of work these combined "strippers and grinders" are employed on what is known as the efficiency system and they are required to mind more machines. Carding machine attendants too are in some mills required to mind two sides. The following table sets out the averages of daily earnings of male operatives on time rates of wages in the five occupations specified on normal methods of work.

Average Daily Earnings in some selected occupations in the Carding Room.

Men—Time.

Areas.	Grinders.	Strippers.	Lap Carriers.	Carding Machine Attendants (Standard System).	Fly Collectors.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	0 15 7 (266)	0 13 8 (498)	0 12 8 (374)	0 12 1 (830)	0 12 2 (189)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	0 14 5 (13)	0 13 6 (23)	0 13 0 (7)	0 12 3 (44)	0 13 1 (5)
Ahmedabad City ..	1 2 1 (139)	0 15 4 402)	0 14 9 (169)	0 14 10 (541)	0 14 2 (67)
Ahmedabad, Kaira and Panch Mahals ..	1 0 11 (7)	0 10 1 (10)	0 10 6 (10)	0 10 8 (18)	0 9 5 (4)
Broach and Surat ..	0 13 2 (8)	0 11 11 (20)	0 11 6 (8)	0 11 2 (23)	....
East and West Khandesh ..	0 11 6 (15)	0 10 5 (25)	0 9 9 (17)	0 9 11 (54)	0 9 7 (6)
Poona, Nasik and Ahmednagar.	0 12 10 (2)	0 13 0 (4)	0 10 0 (2)	0 9 3 (6)	0 10 0 (1)
Sholapur City	0 11 0 (11)	0 9 8 (45)	0 8 11 (49)	0 8 4 (103)	0 8 9 (27)
Sholapur and Satara ..	0 7 11 (3)	0 6 11 (11)	0 6 7 (6)	0 5 6 (11)	0 5 9 (2)
Belgaum, Dharwar, Bijapur and Kanara.	0 12 5 (10)	0 8 10 (31)	0 8 9 (22)	0 7 10 (92)	0 7 1 (4)
Presidency Proper ..	0 15 8 (474)	0 13 5 (1,069)	0 12 4 (664)	0 11 11 (1,722)	0 11 11 (305)

The averages of daily earnings in each of the five selected occupations were highest in Ahmedabad City where they were 12 to 23 per cent. higher than the averages for Bombay City. There is a more marked disparity in the levels of the earnings for the five important occupations in the carding room than there was in the blow room and the maximum variation was to be found in the Ahmedabad, Kaira and Panch Mahals area where it was as much as 7 annas 6 pies per day –grinders earning a daily average of Rs. 1-0-11 and fly collectors 9 annas 5 pies. As usual the levels for both Bombay and Ahmedabad are nearly double or more than double those for the Sholapur and Satara area where carding machine attendants on the standard system earned an average of as little as 5 annas 6 pies per day as against 14 annas 10 pies in Ahmedabad



THE CARD ROOM OF THE ARVIND MILL, AHMEDABAD.

[*To face page* 92

City. Rationalisation in the carding room has made greatest progress in mills in Bombay City and to a less extent in mills in Ahmedabad and Sholapur. With the exception of one mill in the Belgaum, Bijapur, Dharwar and Kanara area which returned ten men in the combined occupation of " strippers and grinders ", no other mill in any of the remaining areas of the Presidency reported rationalisation in this department. The following table sets out the average daily earnings in rationalised occupations in the carding room.

Average Daily Earnings in rationalised occupations in the Carding Room.

Men—Time.

Occupation.	Bombay.	Ahmedabad.	Sholapur.	Belgaum, Bijapur, Dharwar and Kanara
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Strippers and Grinders ..	0 14 1 (219)	0 15 9 (6)	0 9 7 (40)	0 7 1 (10)
Strippers and Grinders—Efficiency System.	1 4 7 (90)	....	....	....
Carding Machine Attendants—Efficiency System.	0 11 7 (130)	0 14 6 (31)	....	....

The figures in the above table show some remarkable variations when compared with the averages of the earnings in the unrationalised occupations which were given in the immediately preceding table. Where grinders as a single occupation earn an average of 15 annas 7 pies per day in Bombay City, the men on the combined job earned 14 annas 1 pie. In Ahmedabad too grinders earned Rs. 1-2-1 and " strippers and grinders " 15 annas 9 pies per day. The same thing is to be found in the case of carding machine attendants who earned 11 annas 7 pies on the rationalised system as against 12 annas 1 pie on the standard system in mills in Bombay and 14 annas 6 pies as against 14 annas 10 pies in mills in Ahmedabad. The only occupation which appears to be more highly paid is that of " strippers and grinders " on the efficiency system whose earnings in Bombay amounted to Rs. 1-4-7 per day.

The Drawing Department.

" Drawing " is an intermediate process between carding and the " frames " department and it has only one major occupation of drawing tenters. Payment is generally on the basis of production although certain mills in most areas pay on time rates as well. The following table sets out the average daily earnings of persons employed on standard methods of work ; in other words, as one-head drawing tenters.

Average Daily Earnings of Drawing Tenters.

Areas.	One-head Drawing Tenters.		
	Time.	Piece.	
	Men.	Men.	Women.
	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	0 14 9 (29)	1 0 6 (1,499)	....
Bombay Suburban, Thana, Kolaba and Ratnagiri.	....	1 2 7 (99)	....
Ahmedabad City	1 0 2 (3)	1 4 0 (1,162)	1 3 0 (29)
Ahmedabad, Kaira and Panch Mahals ..	....	0 13 8 (32)	0 12 8 (4)
Broach and Surat	....	0 12 3 (17)	0 13 5 (16)
East and West Khandesh	0 12 2 (29)	0 14 4 (66)	....
Poona, Nasik and Ahmednagar ..	0 14 1 (12)	....	....
Sholapur City	0 9 3 (9)	0 11 2 (257)	0 11 3 (4)
Sholapur and Satara	....	0 7 7 (31)	....
Belgaum, Bijapur, Dharwar and Kanara ..	0 6 2 (46)	0 12 7 (110)	....
Presidency Proper	0 10 7 (128)	1 0 6 (3,273)	0 15 3 (53)

It will be noticed that some progress in the employment of women in this department has been made in mills in Ahmedabad and in Sholapur and in the Broach and Surat and the Ahmedabad, Kaira and Panch Mahals areas. No women are employed as drawing tenters in mills in Bombay. The earnings of the men on piece prices are in all cases higher than those on time rates but in the Belgaum, Bijapur, Dharwar and Kanara area piece rated drawing tenters earn more than double that of time rated men. The highe t earnings are to be found in mills in Ahmedabad where they amounted to Rs. 1-4-0 per day in the census year. The average for the largest group—men on piece rates—is a little more than a rupee per day for the whole of the Presidency.

The different forms which rationalisation takes in this department are the allotment of three heads (each drawing machine being called one-

head) to two men, two heads to one man and four heads to three men. All three variations from the normal are to be found in mills in Bombay and the first two in mills in Ahmedabad. Certain mills in the East and West Khandesh and in the Ahmedabad, Kaira and Panch Mahals areas were trying out the two men to three-head method during the census year. The average daily earnings for workers employed in each of these three variations are set out in the following table. Except in the Broach and Surat area payment in all cases is on the basis of production. Areas in which these variations are not to be found have been omitted.

Average Daily Earnings in rationalised occupations in Drawing.
(Piece unless otherwise stated)

Areas.	Drawing Tenters.		
	Two men to Three heads.	Two-head.	Three men to Four heads.
	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City—Men	1 2 2 (604)	1 2 2 (53)	1 1 1 (45)
Ahmedabad City—Men	1 6 3 (26)	1 2 0 (6)	....
Ahmedabad, Kaira and Panch Mahals. Men ..	0 14 6 (14)	....	....
Ahmedabad, Kaira and Panch Mahals. Women ..	0 14 10 (7)	....	....
Broach and Surat—Men (Time) ..	....	0 12 3 (7)	....
East and West Khandesh—Men ..	0 14 0 (27)	....	....

As compared with the earnings of single head drawing tenters, the earnings of those who are minding more machines are higher in Bombay, in Ahmedabad and in the Ahmedabad, Kaira and Panch Mahals area, the same in the Broach and Surat area and slightly lower in the East and West Khandesh area. Of the total number of 2,230 drawing tenters employed in mills in Bombay City 702 or 31·5 per cent. of the total are employed on some form of rationalisation which shows that efficiency methods have made some progress in this department. It is understandable that where three men mind four heads their earnings should be slightly lower than in the case where two men mind three heads but in cases where one man minds two heads it might be expected that he would get more. In mills in Bombay, however, the average daily earnings in both the higher graded variations are the same, viz., Rs. 1-2-2 per day.

The Frame Department.

The chief occupations in this department are slubbing tenters, inter tenters, roving tenters, creelers and doffers. Creelers and doffers are universally paid on time rates of wages. As doffers in both the frame and the ring spinning departments are employed on the same rates of wages in individual mills all doffers were grouped together for the purposes of the General Wage Census. The occupation of doffers will be dealt with in the next section on Ring Spinning. In the other three occupations payment on the basis of production is generally resorted to but there is a sprinkling of mills in almost all areas which pay time rates. Rational methods of work especially in slubbing have extended to several mills in most areas and whereas there were only 213 slubbing tenters with back tenters in mills in Bombay City, the number of slubbing tenters without back tenters was as high as 661 or over 75 per cent. of the total number of slubbing tenters employed. The following table sets out the average daily earnings of slubbing and inter tenters and creelers for men. The earnings of roving tenters will be set out in a subsequent table.

Average Daily Earnings of Slubbing and Inter Tenters and Creelers—Men.

Areas.	Method of payment.	Slubbing Tenters.		Inter Tenters.		Creelers.
		With back tenters.	Without back tenters.	Single side.	Double side.	
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City ..	Time ..	0 12 1 (30)	..	0 14 1 (1)	..	0 11 9 (71)
	Piece ..	1 1 8 (183)	1 2 1 (661)	1 0 10 (1,532)	..	..
Bombay Suburban, Thana, Kolaba and Ratnagiri.	Time ..	..	..	..	..	0 11 8 (47)
	Piece ..	..	1 1, 8 (38)	1 0 11 (69)	..	..
Ahmedabad City .	Time ..	..	..	..	..	0 9 6 (4)
	Piece ..	1 4 3 (433)	1 8 11 (238)	1 5 8 (906)	1 10 0 (23)	..
Ahmedabad, Kaira and Panch Mahals.	Time ..	..	..	..	..	..
	Piece ..	0 15 6 (24)	1 3 5 (7)	1 1 10 (38)	..	..

Areas.	Method of payment.	Slubbing Tenters.		Inter Tenters.		Creelers.
		With back tenters.	Without back tenters.	Single side.	Double side.	
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Broach and Surat.	Time ..	..	0 6 3 (4)	..	..	..
	Piece ..	0 14 11 (12)	0 14 11 (3)	0 15 3 (34)	..	..
East and West Khandesh.	Time ..	0 10 0 (6)	0 13 3 (6)	0 13 1 (19)	..	0 6 0 (10)
	Piece ..	0 14 6 (28)	..	0 13 2 (59)	..	..
Poona, Nasik and Ahmednagar.	Time ..	..	0 10 0 (1)	..	..	0 9 5 (3)
	Piece ..	..	0 15 0 (4)	0 15 6 (8)	..	..
Sholapur City ..	Time ..	..	0 9 2 (7)	0 9 2 (13)	..	0 8 2 (44)
	Piece ..	0 12 3 (3)	0 12 11 (85)	0 11 4 (166)	..	..
Sholapur and Satara.	Time ..	..	..	..	..	0 6 0 (13)
	Piece ..	0 8 7 (8)	0 6 3 (3)	0 7 7 (24)	..	..
Belgaum, Bijapur, Dharwar and Kanara.	Time ..	..	..	..	..	0 6 0 (7)
	Piece ..	..	0 13 0 (47)	0 11 11 (81)	..	..
Presidency Proper.	Time ..	0 11 9 (36)	0 10 0 (18)	0 11 8 (33)	..	0 10 2 (199)
	Piece ..	1 2 4 (691)	1 2 3 (1,086)	1 1 1 (2,917)	1 10 0 (23)	..
	All. ..	1 1 11 (727)	1 2 1 (1,104)	1 1 0 (2,950)	1 10 0 (23)	0 10 2 (199)

With the exception of some mills in Ahmedabad City which employed 23 men as double side inter tenters, no other mill in any other area of the Presidency asks inter tenters to mind two sides. The average daily earnings for double side inter tenters in Ahmedabad were Rs. 1-10-0 as against Rs. 1-5-8 for single side tenters. The average for Bombay City was Rs. 1-0-10 per day and in the Sholapur and Satara area 7 annas 7 pies per day. Slubbing tenters without back tenters earn only five pies per day more than those with back tenters in mills in

Bombay whereas in Ahmedabad they earn 4 annas 8 pies per day more. It is significant that as against the earning of Rs. 1-8-11 for the more efficient group in Ahmedabad, men similarly employed in the Sholapur and Satara earned only 6 annas 3 pies per day or just about a quarter of the Ahmedabad wage. Slubbing tenters in this area on the standard system earned 8 annas 7 pies per day or 2 annas 4 pies per day more than the men who did not have back tenters. Ahmedabad mills do not employ creelers and only one mill returned four men in this occupation. The average daily earnings of creelers in the East and West Khandesh, the Sholapur and Satara and in the Belgaum, Bijapur, Dharwar and Kanara areas were the same, viz., 6 annas. Two other areas employ no creelers. The general presidency averages for both types of slubbing tenters on piece rates is about the same, viz., Rs. 1-2-3 per day.

A few mills in Ahmedabad City and in the Broach and Surat area give employment to women as slubbing and inter tenters. Their average daily earnings and numbers employed are as follows: Ahmedabad—slubbing tenters with back tenters Rs. 1-4-4 (9) and without back tenters Rs. 1-3-1 (3); single side inter tenters Rs. 1-1-7 (21) and double side Rs. 1-11-10 (1). Broach and Surat—slubbing tenters with back tenters 14 annas 3 pies (4) and without back tenters 15 annas 3 pies (1); single side inter tenters 12 annas 5 pies (1). The numbers affected in each case are so small as not to warrant further comment.

Roving tenters are grouped in four different ways: (1) and (2) single head tenters not doing and doing their own creeling; (3) two men to three head tenters doing their own creeling; and (4) double head tenters doing their own creeling. The first two methods of work alternate in individual mills and centres as the standard. The last two are methods of rationalisation. The average daily earnings for each of these four groups are set out in the following table :—

Average Daily Earnings of Roving Tenters on different methods of work—Men.

Areas.	Method of payment.	Roving Tenters.			
		One head not doing own creeling.	One head doing own creeling.	Two men to three head doing own creeling.	Double head doing own creeling.
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	Piece ..	1 2 4 (78)	1 0 1 (1,901)	1 4 4 (56)	1 6 5 (535)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	Piece ..	..	0 15 3 (109)	..	0 15 9 (10)
Ahmedabad City ..	Piece ..	..	1 3 0 (2,082)	..	..

Areas.	Method of payment.	Roving Tenters. One head not doing own creeling.	One head doing own creeling.	Two men to three head doing own creeling.	Double head doing own creeling
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Ahmedabad, Kaira and Panch Mahals.	Piece ..	..	0 14 9 (91)	..	..
Broach and Surat ..	Piece ..	..	0 13 10 (83)	..	..
East and West Khandesh ..	Time ..	..	0 12 8 (29)	..	..
	Piece ..	..	0 12 2 (130)	..	..
Poona, Nasik and Ahmednagar.	Piece ..	..	0 15 3 (21)	..	..
Sholapur City	Time ..	0 9 1 (7)	0 10 10 (118)	..	0 15 1 (9)
	Piece ..	0 10 5 (12)	0 10 1 (123)	..	..
Sholapur and Satara ..	Piece ..	..	0 7 1 (37)	..	0 13 1 (5)
Belgaum, Bijapur, Dharwar and Kanara ..	Time ..	0 5 2 (1)	0 7 10 (6)	..	..
	Piece ..	..	0 11 0 (156)	..	..
Presidency Proper ..	Time ..	0 8 5 (8)	0 11 0 (153)	..	0 15 1 (9)
	Piece ..	1 1 4 (90)	1 0 2 (4,733)	1 4 4 (56)	1 6 3 (550)
	All workers	1 0 9 (98)	1 0 0 (4,886)	1 4 4 (56)	1 6 1 (559)

Except in the case of mills in Bombay City and to a much less extent in the case of mills in the Bombay Suburban, Thana, etc. area, in Sholapur and in the Sholapur and Satara area rationalisation has made no progress in roving in the frame department. All mills in Ahmedabad and five other areas worked uniformly on the basis of one head tenters doing their own creeling. For this group average daily earnings were highest in Ahmedabad where they amounted to Rs. 1-3-0 as against Rs. 1-0-1 in Bombay and 7 annas 1 pie in the Sholapur and Satara area. Curiously enough single head roving tenters not doing their own creeling earned 2 annas 3 pies per day more than those who do their own creeling in mills in Bombay. Roving tenters on efficiency methods earned 4 annas 3 pies and 6 annas 4 pies per day

more according as they were on the " two men to three head " or " double head " basis. Except in the case of three areas payment of roving tenters is uniformly on the basis of production. Mills in Sholapur City appear to be equally divided between time rates and payment on piece prices—118 tenters being paid on time and 123 on production. The average daily earnings of the most predominant group (one head tenters doing their own creeling) for the whole of the Presidency are Re. 1–0–2 for 4,733 workers in all.

Except for one woman employed as a double head roving tenter doing her own creeling in one mill in Bombay (average daily earnings Rs. 1–4–0) no mills in Bombay, Sholapur and six other areas employ women as roving tenters. Ahmedabad mills gave employment to 101 women as tenters doing their own creeling and their average daily earnings amounted to Rs. 1–2–4 and only 8 pies lower than those for men. Three women similarly employed in the Broach and Surat area earned 12 annas 9 pies per day as against 13 annas 10 pies for men in that area.

Ring Spinning Department.

The most important occupations in this department are those of siders and doffers and in the centres where an intermediary stage of men are employed, gaiters or *tarwallas* as they are called. Next to weavers, the most numerically important occupation in the cotton textile industry is that of siders and the total number returned by all working mills in the Bombay Presidency amounted to 28,913 of whom 25,362 or 87·7 per cent. were men and 3,551 or 12·3 per cent. were women. Rationalisation has made some progress in this department as is shown by the fact that fifteen per cent. of the total number returned in this occupation were double side siders. Doffing is the one occupation in which children are most employed in centres which give employment to half timers and the total number of child doffers returned was 983. These are mostly to be found in mills in Sholapur City and in the East and West Khandesh area. As already pointed out in the previous section doffers in both the frame and the ring spinning departments were grouped together as one occupation for the purposes of the census on account of both their similarity in work and their rates of pay in individual mills. And although the occupation has been included in the ring spinning department on account of the greater numbers of doffers who are employed in this department as compared to the other it must be remembered that the figures for average earnings and numbers employed are for doffers in *both* these departments. Payment in ring spinning is almost universally on the basis of time rates of wages but a few mills in Bombay City reported that they were trying out payment on the basis of production in the case of double side siders. Payment by production was also reported in mills in Sholapur City and in the Belgaum, Bijapur, Dharwar and Kanara area. The following table sets out the average daily earnings of both single and double side siders by sex groups and methods of payment.

108816



THE SPINNING DEPARTMENT OF THE ARVIND MILL, AHMEDABAD.

[*To face page* 100

Average Daily Earnings of Siders—All Groups.

Areas.	Method of Payment.	Siders.			
		Single Side.		Double Side.	
		Men.	Women.	Men.	Women.
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	Time ..	0 13 7 (8,062)	0 13 2 (736)	1 2 6 (3,257)	1 2 7 (123)
	Piece ..	..	..	1 6 7 (216)	..
Bombay Suburban, Thana, Kolaba and Ratnagiri.	Time ..	0 14 6 (827)	0 14 3 (1)	..	..
Ahmedabad City ..	Time ..	1 0 5 (8,400)	1 0 4 (2,238)	1 7 9 (649)	1 7 11 (27)
	Piece ..	1 0 0 (2)	..	..	..
Ahmedabad, Kaira and Panch Mahals.	Time ..	0 12 3 (364)	0 11 8 (68)	1 0 9 (32)	..
Broach and Surat ..	Time ..	0 12 8 (306)	0 11 7 (83)	..	..
East and West Khandesh ..	Time ..	0 10 9 (729)	..	1 2 4 (15)	..
Poona, Nasik and Ahmednagar.	Time ..	0 12 7 (90)	0 12 3 (8)	1 2 3 (13)	..
Sholapur City ..	Time ..	0 9 8 (1,381)	0 11 1 (58)	0 13 9 (35)	0 15 8 (1)
	Piece ..	0 10 4 (214)	0 11 8 (3)	..	..
Sholapur and Satara ..	Time ..	0 7 2 (214)	..	..	..
	Piece ..	0 9 1 (2)	..	..	..

Areas.	Method of Payment.	Siders.			
		Single Side.		Double Side.	
		Men.	Women.	Men.	Women.
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Belgaum, Bijapur, Dharwar and Kanara.	Time ..	0 7 11 (500)	0 7 10 (155)	..	..
	Piece ..	0 7 1 (54)	0 7 2 (50)	..	..
Presidency Proper ..	Time ..	0 13 8 (20,873)	0 14 4 (3,347)	1 3 0 (4,001)	1 3 1 (151)
	Piece ..	0 9 9 (272)	0 7 4 (53)	1 6 7 (216)	..
	All workers.	0 13 7 (21,145)	0 14 2 (3,400)	1 3 2 (4,217)	1 3 1 (151)

Taking the most normal group—that of single side siders on time rates—first we see that men earned a daily average of Rs. 1-0-5 in mills in Ahmedabad, 13 annas 7 pies in Bombay and 9 annas 8 pies in Sholapur City. Single side men siders in Ahmedabad earned 129·1 per cent. more than in the Sholapur and Satara area and nearly 70 per cent. more than in mills in Sholapur City. As far as women single side siders on time rates are concerned although their average daily earnings were slightly lower than those of male siders in most areas, the Presidency average for all women siders on time rates amounted to 14 annas 4 pies per day or eight pies per day higher than those for male single siders which were 13 annas 8 pies per day—this apparently anomalous result being influenced by the large number of women single siders in Ahmedabad where their earnings amounted to Rs. 1-0-4 per day.

As far as double side siders are concerned, the earnings of the men on time rates in mills in Bombay City were 36·2 per cent. higher than those of single side siders and were nearly 45 per cent. higher in mills in Ahmedabad, but the average daily earnings of the 216 double side siders on piece prices were nearly 67 per cent. higher than those of time rated single siders. Except for two piece priced male single siders in Ahmedabad, payment of siders in that centre was entirely on the basis of time rates of wages. The average daily earnings of women double siders in all the three areas which returned women in this occupation were higher than those of men in the same occupation—a feature which is to be observed in many departments on the spinning side of the cotton textile industry which we have so far examined. The average daily earnings of all single side siders (men and women) on both time and piece rates in all mills in the Presidency amounted to 13 annas 8 pies and those of all double side siders to Re. 1-3-2.

As was pointed out in Chapter I, with the exception of three women *tarwallas* or gaiters returned from one mill in Ahmedabad, *tarwallas* are not employed as an intermediary occupation between siders and doffers in the cotton mill industry in Gujarat : that is to say, in mills in Ahmedabad City, in the Ahmedabad, Kaira and Panch Mahals area and in the Broach and Surat area. Gaiters are also not employed in the one cotton mill in the Poona, Nasik and Ahmednagar area. Payment for gaiting and doffing is universally on time rates of wages in all mills in the industry. The following table sets out the average daily earnings for all age and sex groups in these two occupations :—

Average Daily Earnings of Gaiters (Tarwallas) and Doffers—All Age and Sex Groups.

Areas.	Gaiters (Tarwallas).		Doffers.		
	Men.	Women.	Men.	Women.	Children.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	0 12 10 (2,941)	0 11 11 (528)	0 10 4 (7,939)	0 9 9 (1,617)	..
Bombay Suburban, Thana, Kolaba and Ratnagiri.	0 14 7 (49)	0 12 11 (16)	0 10 2 (437)	0 10 4 (7)	..
Ahmedabad City ..	..	0 12 0 (3)	0 11 3 (6,768)	0 11 2 (1,269)	0 6 1 (22)
Ahmedabad, Kaira and Panch Mahals.	..	..	0 7 10 (266)	0 7 4 (54)	0 3 10 (101)
Broach and Surat ..	..	..	0 7 9 (228)	0 7 10 (49)	0 5 0 (28)
East and West Khandesh ..	0 8 3 (224)	..	0 6 3 (418)	..	0 3 2 (313)
Poona, Nasik and Ahmednagar.	..	..	0 7 7 (67)	0 7 4 (1)	..
Sholapur City	0 8 2 (386)	0 8 4 (20)	0 7 6 (1,183)	0 7 5 (22)	0 4 3 (408)
Sholapur and Satara ..	0 5 2 (78)	0 5 2 (4)	0 4 0 (130)	0 4 3 (17)	0 2 5 (74)
Belgaum, Bijapur, Dharwar and Kanara.	0 6 0 (115)	0 5 6 (40)	0 5 1 (730)	0 4 2 (112)	0 2 0 (37)
Presidency Proper ..	0 11 8 (3,793)	0 11 5 (611)	0 9 10 (18,166)	0 9 9 (3,146)	0 3 8 (983)
	Rs. a. p. 0 11 8 (4,404)		Rs. a. p. 0 9 10 (21,312)		

The most striking feature of the figures in the above table is the low levels of earnings for all age and sex groups in the occupations of gaiting and doffing in the Sholapur and Satara area and in the Belgaum, Bijapur, Dharwar and Kanara area.

Mule Spinning Department.

The total number of spinners, engine and side piecers and creel boys employed in all the mills in the Bombay Presidency which do mule spinning amounted to 1,152 and of these, 1,085 or nearly 94 per cent. were employed in mills in Bombay City. The following table sets out the average daily earnings according as to whether payment was made on the basis of time rates or on production. No women are employed in the mule spinning department.

Average Daily Earnings in the Mule Spinning Department.

Areas.	Method of Payment.	Spinners.	Engine Piecers.	Side Piecers.	Creel boys.
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	Time ..	1 6 11 (9)	1 2 0 (49)	1 1 2 (74)	0 10 6 (249)
	Piece ..	1 10 2 (121)	1 3 5 (213)	1 2 0 (366)	0 13 0 (4)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	Piece ..	..	1 1 1 (1)	0 15 8 (3)	0 13 4 (1)
Ahmedabad City ..	Time ..	1 10 9 (5)	1 6 3 (5)	1 5 7 (15)	0 15 0 (5)
East and West Khandesh ..	Time ..	0 11 9 (1)	0 12 0 (1)	0 10 11 (2)	..
Sholapur City	Time ..	0 12 11 (5)	..	0 12 10 (4)	..
Belgaum, Bijapur, Dharwar and Kanara.	Time ..	..	0 10 0 (3)	0 8 11 (16)	..
Presidency Proper ..	Time ..	1 4 5 (20)	1 1 8 (58)	0 15 9 (111)	0 10 7 (254)
	Piece ..	1 10 2 (121)	1 3 5 (214)	1 1 11 (369)	0 13 1 (5)
	All workers.	1 9 5 (141)	1 3 0 (272)	1 1 5 (480)	0 10 8 (259)

Owing to the smallness of the numbers employed in mule spinning in mills in areas other than Bombay City no comparisons are possible.

Reeling Department.

In this department there is only one important occupation and that is reeling itself. This department in most mills is staffed entirely by women. Certain mills in Ahmedabad employed 251 men in all as reelers. Apart from these only 12 men were employed in this occupation in mills in other areas. Payment is predominantly on the basis of production. The following table sets out the average daily earnings separately for men and women workers:—

Average Daily Earnings of Reelers.

Areas.	Men.		Women.	
	Time.	Piece.	Time.	Piece.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	0 11 8 (2)	....	0 8 9 (33)	0 10 2 (6,281)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	....	0 7 7 (6)	....	0 10 7 (205)
Ahmedabad City	0 11 3 (4)	0 13 3 (247)	0 11 1 (22)	0 11 7 (1,420)
Ahmedabad, Kaira and Panch Mahals.	0 7 0 (1)	0 6 9 (1)	0 7 1 (5)	0 9 11 (44)
Broach and Surat ..	....	0 9 6 (2)	....	0 6 10 (68)
East and West Khandesh ..	....	....	....	0 7 10 (347)
Poona, Nasik and Ahmednagar.	....	....	....	0 6 0 (20)
Sholapur City	....	....	0 7 0 (36)	0 5 10 (1,413)
Sholapur and Satara ..	....	....	....	0 4 6 (303)
Belgaum, Bijapur, Dharwar and Kanara.	....	....	0 6 0 (57)	0 8 0 (1,058)
Presidency Proper ..	0 10 7 (7)	0 12 11 (256)	0 7 5 (153)	0 9 3 (11,159)
	0 12 10 (263)		0 9 2 (11,312)	
	0 9 3 (11,575)			

The average daily earnings of piece rated women reelers amounted to 11 annas 7 pies in mills in Ahmedabad, to 10 annas 2 pies in mills in Bombay and to 5 annas 10 pies and 4 annas 6 pies respectively in mills in Sholapur City and in the Sholapur and Satara area. The Presidency average for piece rated women reelers was 9 annas 3 pies as against 7 annas 5 pies for time rated workers. The general average for all women reelers amounted to 9 annas 2 pies per day. The highest paid group is that of male piece priced reelers in Ahmedabad who earned on an average 13 annas 3 pies per day.

The Winding Department.

Winding is the third most numerically important occupation in the cotton textile industry. The total number of winders returned by all working mills in the Presidency amounted to 24,243 of whom 19,839 or about 82 per cent. were women and 4,380 or 18 per cent. were men. The remainder, viz., 24, were children. All but 487 winders on time rates of wages were paid on the basis of production. There are three different classes of winders: (1) grey winders; (2) colour winders; and (3) universal or pirn winders. The two areas which employ the greatest number of men in this occupation are Ahmedabad City and Bombay City which between them employed 3,837 male winders or nearly 88 per cent. of the total number of male winders employed in all the ten areas in the industry. The following table sets out the average daily earnings of adult males and females employed in the three principal winding occupations in cotton textile mills :—

Average Daily Earnings in the Winding Department—Men and Women.

Areas.	Method of Payment.	Grey Winders.		Colour Winders.		Pirn Winders.	
		Men.	Women.	Men.	Women.	Men.	Women.
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City ..	Time ..	0 10 7 (2)	0 10 0 (44)	0 11 3 (2)	0 12 4 (26)	0 12 5 (29)	0 9 5 (32)
	Piece ..	0 12 5 (660)	0 9 11 (6,352)	1 0 6 (128)	0 13 5 (2,788)	0 14 5 (744)	0 11 7 (2,560)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	Piece ..	0 8 10 (4)	0 10 2 (255)	..	0 11 0 (150)	0 7 9 (11)	0 10 3 (105)
Ahmedabad City ..	Time ..	1 1 0 (62)	0 9 6 (15)	0 10 11 (5)	..	0 12 8 (99)	0 13 2 (35)
	Piece ..	0 12 7 (1,431)	0 11 0 (2,871)	0 13 4 (675)	0 13 5 (1,321)	..	..
Ahmedabad, Kaira and Panch Mahals.	Time ..	..	..	..	..	0 10 6 (7)	0 7 3 (1)
	Piece ..	0 10 5 (70)	0 9 8 (139)	0 13 0 (44)	0 11 4 (33)	..	..



THE REELING DEPARTMENT OF THE JACOB SASSOON MILL, BOMBAY.

[*To face page* 106

Areas.	Method of Payment.	Grey Winders.		Colour Winders.		Pirn Winders.	
		Men.	Women.	Men.	Women.	Men.	Women.
Broach and Surat ..	Time ..	Rs. a. p. ..	Rs. a. p. ..	Rs. a. p. ..	Rs. a. p. ..	Rs. a. p. 0 8 7 (3)	Rs. a. p. ..
	Piece ..	0 10 1 (30)	0 7 5 (180)	..	0 8 7 (106)	..	..
East and West Khandesh.	Time ..	..	..	..	..	0 9 3 (7)	..
	Piece ..	..	0 6 3 (428)	..	0 8 4 (223)	0 11 5 (10)	0 7 2 (181)
Poona, Nasik and Ahmednagar.	Time ..	..	..	..	..	0 8 3 (4)	..
	Piece ..	..	0 7 4 (53)	..	0 9 5 (25)	..	..
Sholapur City ..	Time ..	0 6 5 (1)	0 6 5 (59)	..	0 6 0 (4)	0 8 9 (45)	..
	Piece ..	..	0 5 6 (1,058)	..	0 6 3 (580)	0 9 6 (269)	0 8 9 (92)
Sholapur and Satara ..	Piece ..	0 8 0 (13)	0 3 4 (52)	0 6 1 (20)	0 5 0 (8)	0 5 10 (5)	..
Belgaum, Bijapur, Dharwar and Kanara.	Time ..	..	0 4 0 (5)	..	..	..	..
	Piece ..	..	0 4 7 (52)	..	..	..	0 2 11 (6)
Presidency Proper	Time ..	1 0 6 (65)	0 7 10 (123)	0 11 1 (7)	0 11 5 (30)	0 11 3 (194)	0 10 11 (68)
	Piece ..	0 12 4 (2,208)	0 9 5 (11,440)	0 13 9 (867)	0 12 0 (5,234)	0 12 9 (1,039)	0 11 2 (2,944)
	All Workers.	0 12 6 (2,273)	0 9 4 (11,563)	0 13 9 (874)	0 12 0 (5,264)	0 12 6 (1,233)	0 11 2 (3,012)
	Men and Women on both Time and Piece.	0 9 9 (13,836)		0 12 2 (6,138)		0 11 6 (4,245)	

The most numerous and the lowest paid group among the three classes of winders enumerated above is that of grey winders. Women employed in this occupation on the basis of production earned an average of 11 annas per day in mills in Ahmedabad City as against 9 annas 11 pies in Bombay City, 5 annas 6 pies in Sholapur City and 3 annas 4 pies

per day in mills in the Sholapur and Satara area. There is no uniformity in the ratio of the differences in the earnings of time rated and piece priced workers. In mills in Bombay City women grey winders on time rates earn about as much as those paid on production. In mills in Ahmedabad their earnings are an anna and a half per day lower and in mills in Sholapur about an anna per day higher. The highest paid group of grey winders is to be found in Ahmedabad where the average daily earnings of a total of 62 men employed on time rates of wages amounted to Rs. 1-1-0. Male grey winders in the same area who were paid on the basis of production earned nearly 4½ annas per day less. The general Presidency averages for all grey winders on both time and piece rates are 12 annas 6 pies per day for men, 9 annas 4 pies per day for women and 9 annas 9 pies per day for both men and women taken together.

Colour winders are the next most numerically important group and are the highest paid of the three. The average earnings of the women employed in this occupation on the basis of payment on production amounted to 13 annas 5 pies per day both in mills in Bombay and in Ahmedabad and to a little less than half of this in mills in Sholapur. And, whereas the average earnings of a total number of 675 male colour winders employed on piece prices in mills in Ahmedabad amounted to about the same as those of women colour winders in that centre, 128 male colour winders in mills in Bombay earned, on an average, Re. 1-0-6 per day or over three annas per day more than piece rated women colour winders. The Presidency averages for all colour winders both on time rates and on piece prices were 13 annas 9 pies per day for men, 12 annas per day for women and 12 annas 2 pies per day for both men and women. Pirn winding is not done on the basis of payment on production in mills in Ahmedabad. As a matter of fact very few mills in that centre would appear to regard pirn winding as a separate occupation because the total number of pirn winders—both men and women—returned by all mills in Ahmedabad amounted to 134 as against a total of 3,365 returned by mills in Bombay City. The average earnings of time rated male pirn winders are about the same in both Bombay (12 annas 5 pies) and in Ahmedabad (12 annas 8 pies) but women pirn winders earned very nearly 4 annas per day more in Ahmedabad (13 annas 2 pies) than in Bombay (9 annas 5 pies). Piece priced pirn winders in Bombay City averaged 14 annas 5 pies per day for men and 11 annas 7 pies per day for women. Similar averages for Sholapur were 9 annas 6 pies and 8 annas 9 pies respectively. Out of the 24 child winders returned by all mills in the Presidency 17 were returned as colour winders by mills in the Sholapur and Satara area. The Bombay Suburban, Thana, Kolaba and Ratnagiri area, returned three colour winders and three pirn winders and the Ahmedabad, Kaira and Panch Mahals area returned one pirn winder. It may be noted that although children are only employed half time, the average daily earnings of the 17 child colour winders in the Sholapur and Satara area amounted to 5 annas 4 pies as against 6 annas 1 pie for full-time men and 5 annas for full-time women.

Warping Department.

Warping is one of the most skilled and highly paid occupations on the "process" side of the cotton textile industry. The two most important occupations in this department are warpers and creelers and no women are employed on these jobs. Warpers are predominantly paid on the basis of production. Creelers, on the other hand, are predominantly time rated. In some areas there are no warping creelers at all and the number so employed in Ahmedabad is very small. The ratios of creelers to warpers in mills in Bombay and Ahmedabad are of interest: Bombay—987 warpers, 449 warping creelers: Ahmedabad—846 warpers, 54 warping creelers. The following table sets out the average daily earnings in the two occupations specified according as to whether payment was on the basis of time or production.

Average Daily Earnings in the Warping Department.

Areas.	Warpers.		Warping Creelers.	
	Time.	Piece.	Time.	Piece.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	0 15 6 (28)	1 11 6 (987)	0 11 0 (449)	0 11 4 (15)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	1 4 4 (11)	1 8 5 (56)	0 11 1 (26)	....
Ahmedabad City ..	2 1 7 (10)	2 5 4 (846)	0 9 6 (54)	1 0 3 (14)
Ahmedabad, Kaira, and Panch Mahals.	....	1 15 9 (42)	....	....
Broach and Surat ..	....	1 6 11 (45)	0 8 2 (1)	....
East and West Khandesh ..	0 12 10 (5)	1 8 0 (54)	0 8 10 (40)	....
Poona, Nasik and Ahmednagar.	....	1 5 8 (9)	....	....
Sholapur City ..	0 14 10 (2)	1 9 2 (82)	0 9 1 (45)	....
Sholapur and Satara ..	0 11 1 (1)	1 3 11 (10)	0 5 11 (5)	....
Belgaum, Bijapur, Dharwar and Kanara.	....	0 7 8 (15)	....	....
Presidency Proper ..	1 3 5 (57)	1 15 0 (2,146)	0 10 7 (620)	0 13 10 (29)
	1 14 8 (2,203)		0 10 8 (649)	

The most noteworthy feature of the figures in the above table is the striking disparity in the averages of daily earnings as between time rated and piece priced warpers in most areas which employ men on time rates. Whereas the average daily earnings of piece priced warpers in all areas of the Presidency except in the Belgaum, Bijapur, Dharwar and Kanara area were nearly Rs. 1–4–0 or over piece priced warpers in the latter area earned, on an average, less then eight annas a day. As far as warping creelers are concerned, the few men so employed in the Sholapur and Satara area averaged 5 annas 11 pies per day. Apart from this particular instance, the earnings of time rated warping creelers in the other areas show much less disparity than most of the occupations we have so far studied in the levels of earnings as between area and area and these vary between 8 annas 10 pies per day for East and West Khandesh to 11 annas a day in Bombay City. And, whereas time rated creelers in Ahmedabad City earned 1½ annas per day less than those in Bombay, piece rated creelers earned about five annas per day more. The general Presidency averages are Rs. 1–14–8 per day for all warpers and 10 annas 8 pies per day for all creelers.

Drawing-In Department.

The two main occupations in the Drawing-In Department are drawers-in and reachers. As in the case of the warping department no women are employed and payment in both occupations is predominantly on the basis of production except in the case of mills in Ahmedabad City where a little over thirty-six per cent. of the total number of drawers-in and over ninety-one per cent. of reachers are employed on time rates of wages. The average daily earnings in these occupations are set out in the following table :—

Average Daily Earnings in the Drawing-In Department.

Areas.	Drawers-In.		Reachers.	
	Time.	Piece.	Time.	Piece.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City ..	0 14 3 (56)	1 10 3 (891)	0 11 0 (38)	0 13 8 (878)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	....	1 3 9 (49)	....	0 9 11 (49)
Ahmedabad City ..	0 10 7 (142)	2 2 9 (252)	0 10 8 (253)	2 2 0 (24)
Ahmedabad, Kaira and Panch Mahals.	....	2 1 2 (14)	0 7 1 (14)	....

Areas.	Drawers-In.		Reachers.	
	Time.	Piece.	Time.	Piece.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Broach and Surat ..	....	1 1 11 (33)	0 7 9 (21)	0 5 10 (6)
East and West Khandesh ..	....	0 15 5 (54)	....	0 11 0 (53)
Poona, Nasik and Ahmednagar.	....	1 4 7 (9)	....	0 9 7 (9)
Sholapur City ..	..	1 4 11 (71)	....	0 10 9 (67)
Sholapur and Satara ..	....	0 7 10 (10)	0 4 7 (8)	....
Belgaum, Bijapur, Dharwar and Kanara.	....	0 10 9 (12)	0 4 1 (8)	....
Presidency Proper	0 11 7 (198)	1 10 7 (1,395)	0 10 1 (342)	0 13 7 (1,086)
	1 8 7 (1,593)		0 12 9 (1,428)	

There are some remarkable disparities in the figures of average daily earnings of workers on time rates of wages and on piece prices in these two occupations in particular areas. For example, whereas time rated drawers-in in mills in Bombay earned an average wage of 14 annas 3 pies per day, piece rated men in the same centre earned as much as Rs. 1-10-3 per day. The figures for Ahmedabad City are still more striking; men on time rates—10 annas 7 pies per day; men on piece prices Rs. 2-2-9 per day. More remarkable still are the figures for reachers. In mills in Bombay they earned an average of 13 annas 8 pies per day on the basis of production and 11 annas per day on time rates. In other words, workers on piece prices earned about 24 per cent. more. In mills in Ahmedabad the earnings of piece priced workers were Rs. 2-2-0 per day as against 10 annas 8 pies of those on time rates or nearly 219 per cent. more. The average daily earnings of drawers-in ranged from Rs. 2-2-9 and Rs. 2-1-2 in mills in Ahmedabad City and in the Ahmedabad, Kaira and Panch Mahals area to 7 annas 10 pies per day in the Sholapur and Satara districts area; whilst those of reachers ranged from Rs. 2-2-0 for 24 men on piece prices in mills in Ahmedabad City to 4 annas 1 pie for eight men on time rates in mills in the Belgaum, Dharwar, etc. area. Only 12 children in all were employed as reachers in this department in the Broach and Surat area on time rates of wages and their average earnings amounted to 4 annas 6 pies per day.

Sizing Department.

The main occupations in this department are front sizers, back sizers and sizing mixers. Except in Bombay City, and in the East and West Khandesh area where payment for front and back sizers is both at time rates and on the basis of production; and in the Bombay Suburban, Thana, Kolaba and Ratnagiri area where both front and back sizers are paid entirely at piece prices, rates for these occupations in mills in Ahmedabad City and in the other six areas of the Presidency are entirely time rates. Sizing mixers in all mills in all areas are on time rates. Men alone are employed in this department and the following table sets out the average daily earnings in the three occupations specified :—

Average Daily Earnings in the Sizing Department.

Areas.	Front Sizers.		Back Sizers.		Sizing Mixers (Time).
	Time.	Piece.	Time.	Piece.	
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	2 10 2 (320)	2 10 3 (161)	1 5 2 (331)	1 5 6 (142)	0 15 2 (218)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	..	2 6 5 (16)	..	1 3 11 (19)	1 0 3 (4)
Ahmedabad City ..	1 14 6 (431)	..	0 15 7 (436)	..	0 15 11 (210)
Ahmedabad, Kaira and Panch Mahals.	1 12 4 (19)	..	0 13 11 (19)	..	0 12 6 (16)
Broach and Surat ..	1 10 1 (15)	..	0 15 1 (17)	..	0 12 2 (11)
East and West Khandesh ..	1 8 1 (17)	1 6 8 (10)	0 14 4 (17)	1 0 7 (10)	0 12 6 (20)
Poona, Nasik and Ahmednagar.	2 1 0 (4)	..	1 0 1 (4)	..	0 10 2 (3)
Sholapur City	1 9 11 (44)	..	0 14 4 (41)	..	0 9 8 (29)
Sholapur and Satara ..	1 5 10 (4)	..	0 10 3 (4)	..	0 8 5 (3)
Belgaum, Bijapur, Dharwar and Kanara.	0 13 6 (6)	..	0 9 1 (4)	..	0 7 1 (5)
Presidency Proper ..	2 2 2 (860)	2 8 10 (187)	1 1 6 (873)	1 5 1 (171)	0 14 10 (519)
	Rs. 2-3-5 (1,047)		Rs. 1-2-1 (1,044)		

In our comments in the preceding section we had remarked upon the striking disparities in the levels of time and piece rated workers in the same occupations in certain areas. In the sizing department on the other hand there is a striking similarity in the averages of men on time rates and on piece prices in the same occupation ; e.g., front sizers in Bombay City earn a little more than Rs. 2–10–0 per day on both time and piece rates and the earnings of back sizers too amount to a little more than Rs. 1–5–0 in both categories. In most areas the averages of earnings for back sizers approximate to about 50 per cent. of those for front sizers. As far as the latter occupation is concerned, pride of place in the matter of low levels of earnings is held by the Belgaum, Bijapur, Dharwar and Kanara area (13 annas 6 pies per day) and not, as is usual, by the Sholapur and Satara area where the average earnings of front sizers were Rs. 1–5–10 per day. Front sizers on both time and piece rates in mills in Bombay City earned nearly 12 annas per day more than those in mills in Ahmedabad City where the average daily earnings were Rs. 1–14–6. The average earnings of sizing mixers ranged from Rs. 1–0–3 per day in the Bombay Suburban, Thana, Kolaba and Ratnagiri area to 7 annas 1 pie per day in the Belgaum, Bijapur, Dharwar and Kanara area.

The Weaving Shed.

Weaving is by far the most important occupation, numerically and otherwise, in the cotton textile industry and the total number of weavers returned by all working mills in the Presidency during the census year was 66,683. The normal method of work in the weaving shed is to allot two looms to each weaver—one working on plains or greys and the other a dobby loom. Two dobby looms are not generally allotted to one weaver. In some cases a weaver minds only one loom but it is necessary to distinguish one-loom weavers engaged on ordinary " plains " and " greys " and those on dobby looms or the wider looms producing jacquards and blankets. Other methods of work are the allotment of three, four and six looms to each weaver. The adoption of efficiency methods or rationalisation schemes which have for their object the allotment of more machines or more work to each individual operative has made some progress in mills in Bombay City where as against 24,666 weavers employed on a two-loom basis and 1,151 in all on a one-loom basis (ordinary plains and greys—682 ; dobbies—111; and, jacquards and blankets—358) ; the numbers employed on the three-, four- and six-loom basis were 589, 3,384 and 1,445 respectively. The 189 smash hands (spare men) are also a rationalisation feature in mills working six looms to a weaver. Another rational method of work is the allotment of ten to twelve automatic looms to each weaver but the number of automatic loom weavers in all mills in Bombay City amounted to only 34. If the figures in the last five categories are considered in relation to the total number of weavers employed in mills in Bombay City it is found that the ratio of those empolyed on normal and below normal methods to rationalised methods is 82 to 18.

The adoption of rationalised methods of work in weaving sheds has made practically no progress in mills in Ahmedabad City where out of a total number of 25,454 weavers employed on all types of work, 25,340 were on a two-loom basis and only 13 on a three-loom basis. In mills outside the Cities of Bombay and Ahmedabad 4 and 49 weavers respectively were employed on a three-and four-loom basis in mills in the Ahmedabad, Kaira and Panch Mahals area and three weavers each on a four-loom basis in mills in Sholapur City and in the Belgaum, Bijapur, Dharwar and Kanara area.

With the exception of a few weavers in certain mills in Bombay and Ahmedabad who are paid at time rates of wages, payment in all weaving sheds in the Presidency is on the basis of production. A subsidiary occupation in this department is that of beam carrying. With the exception of seven women who were employed as two-loom weavers in one mill in the Belgaum, Bijapur, Dharwar and Kanara area no women are employed in a weaving shed in any other mill in the Bombay Presidency. In the following table we set out the average daily earnings of different categories of one-loom weavers, of two-loom weavers and of beam carriers. The earnings of weavers on rationalised methods of work will be shown in the next table :—

Average Daily Earnings of One- and Two-Loom Weavers and Beam Carriers—Men (Piece unless otherwise shown).

Areas.	One-Loom Weavers.			Two-Loom Weavers.	Beam Carriers (Time).
	Ordinary Plains and Greys.	Dobbies.	Jacquards and Blankets.		
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	1 3 4 (682)	1 12 6 (111)	T 3 0 3 (2) P 1 8 0 (356)	T 0 14 10 (43) P 1 6 1 (24,623)	0 15 10 (616)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	1 7 4 (101)	..	..	1 4 7 (1,492)	1 1 10 (28)
Ahmedabad City ..	..	..	T 1 9 4 (6) P 1 3 5 (95)	T 2 8 11 (9) P 1 14 8 (25,331)	1 2 11 (72)
Ahmedabad, Kaira and Panch Mahals.	0 10 6 (15)	..	..	1 9 7 (908)	1 1 0 (7)

Areas.	One-Loom Weavers.			Two-Loom Weavers.	Beam Carriers (Time).
	Ordinary Plains and Greys.	Dobbies.	Jacquards and Blankets.		
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Broach and Surat ..	0 12 11 (29)	..	..	1 3 10 (945)	0 13 6 (11)
East and West Khandesh ..	0 10 2 (502)	0 11 7 (684)	..	1 4 3 (1,027)	0 13 7 (33)
Poona, Nasik and Ahmednagar.	0 8 9 (9)	..	..	1 4 10 (269)	0 12 0 (4)
Sholapur City	0 11 3 (257)	0 10 11 (412)	1 0 6 (41)	1 5 4 (2,439)	0 11 7 (38)
Sholapur and Satara ..	..	0 8 9 (95)	..	0 12 5 (207)	0 10 0 (6)
Belgaum, Bijapur, Dharwar and Kanara.	0 4 7 (15)	..	..	0 10 6 (258)	0 12 1 (4)
Presidency Proper ..	0 14 9 (1,610)	0 12 7 (1,302)	T 2 2 10 (8) P 1 7 0 (492) All 1 7 1 (500)	T 1 1 6 (52) P 1 8 2 (57,499) All 1 8 2 (57,551)	0 15 10 (819)

The average earnings of two-loom weavers paid on the basis of production were highest in Ahmedabad City where they amounted to Rs. 1–14–8 per day as against Rs. 1–6–1 per day in Bombay and Rs. 1–5–4 per day in Sholapur. In the Ahmedabad, Kaira and Panch Mahals area two-loom weavers averaged Rs. 1–9–7 per day—3½ annas more than two-loom weavers in Bombay City. In four other areas the figures for average daily earnings of this group varied between Rs. 1–3–10 and Rs. 1–4–10. In the Sholapur and Satara area they were 12 annas 5 pies per day and in the Belgaum, Bijapur, Dharwar and Kanara area 10 annas 6 pies per day or just a little more than one-third of the wages earned by two-loom weavers in mills in Ahmedabad City.

There were no weavers engaged on single looms manufacturing ordinary plains and greys or on single dobby looms in mills in Ahmedabad City and the only group of one-loom weavers in that centre are on looms weaving jacquards and blankets. Their earnings averaged Rs. 1–3–5 per day on the basis of production and Rs. 1–9–4 per day on time rates. The average daily earnings of similar men in mills in Bombay City were Rs. 1–8–0 and Rs. 3–0–3 respectively and in mills in Sholapur Rs. 1–0–6—payment in that centre being only at piece prices. One-loom weavers engaged on producing ordinary plains and greys averaged Rs. 1–3–4 per day in Bombay City as against Rs. 1–6–1 for two-loom weavers and 11 annas 3 pies in Sholapur City as against Rs. 1–5–4 for two-loom weavers. One-loom weavers (ordinary plains and greys) in the Belgaum, Bijapur, Dharwar and Kanara area averaged 4 annas 7 pies per day or less than one-fifth of the wages earned by men doing similar work in the Bombay Suburban, Thana, Kolaba and Ratnagiri area (Rs. 1–7–4 per day). The system of allotting one-dobby-loom to each weaver is only to be found in mills in Bombay City, in the East and West Khandesh area, in Sholapur City and in the Sholapur and Satara area. One-dobby-loom weavers averaged Rs. 1–12–6 per day in Bombay, 10 annas 11 pies per day in Sholapur, 11 annas 7 pies in East and West Khandesh and 8 annas 9 pies in the Sholapur and Satara area.

The figures relating to beam carriers are of interest. The total number of men returned as employed in this occupation in mills in Bombay City amounted to 616. The total number of weavers (of all categories) returned was 31,458. This gives a proportion of one beam carrier to every 51 weavers for mills in Bombay City. Mills in Ahmedabad City returned 72 beam carriers as against 25,454 weavers in all. This gives a proportion of one beam carrier to 353 weavers for mills in Ahmedabad. The reason for this wide disparity is that in most mills in Ahmedabad, the weavers have to employ and pay their own men for cleaning and beam carrying. In the case of most mills the weavers engage and pay their own men. No figures were collected with regard to the extent to which this practice was prevalent and consequently no statistics are available regarding the number so employed or their earnings. If the Bombay City ratio of one beam carrier to every 51 weavers holds good for all areas it would appear that a wage of about a rupee per day has to be borne by about 50 weavers in Ahmedabad. The maximum extent to which the earnings of weavers in Ahmedabad were affected by this practice was about one-fourth of an anna per day per weaver. Beam carriers averaged Rs. 1–2–11 per day in mills in Ahmedabad as against 15 annas 10 pies in mills in Bombay and 11 annas 7 pies per day in mills in Sholapur City. We now proceed to a consideration of the average daily earnings of three-, four-, and six-loom weavers, smash hands and automatic loom weavers and these are set out in the following table for such areas where rationalised methods of work were to be found.

Average Daily Earnings of Weavers minding more looms than the normal—Piece unless otherwise specified.

Areas.	3-Loom Weavers.	4-Loom Weavers.	6-Loom Weavers (42 hour week).	Smash Hands (42 hour week).	Automatic Loom Weavers (42 hour week).
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	1 8 2 (589)	2 1 1 (3,384)	1 15 4 (1,445)	T 2 2 6 (44) P 2 0 10 (145)	T 2 8 11 (34)
Ahmedabad City ..	2 15 7 (13)	..	..	..	..
Ahmedabad, Kaira and Panch Mahals.	2 2 0 (4)	3 4 1 (49)	..	..	..
Sholapur City	..	3 7 4 (3)	..	..	..
Belgaum, Bijapur, Dharwar and Kanara.	..	1 5 10 (3)	..	..	..
Presidency Proper ..	1 8 6 (606)	2 1 2 (3,439)	1 15 4 (1,445)	T 2 2 6 (44) P 2 0 10 (145) All 2 1 3 (189)	T 2 8 11 (34)

There is one very important qualification with regard to six-loom weavers and smash hands and that is that all the workers in these two categories excepting five smash hands returned by two other mills were returned by six of the eight mills under the agency of Messrs. E. D. Sassoon & Co., who were experimenting with the 6-loom to a weaver system on the basis of three seven-hour shifts per day; or, in other words, on the basis of a 42-hour week. Automatic loom weavers also had a 42-hour week therefore, whereas the figures relating to all the other categories of weavers in all areas were for a ten-hour day or a 60-hour week, those relating to six-loom weavers, to smash hands and to automatic loom weavers were for a seven-hour day or a 42-hour week. The figures in the above table are otherwise self-explanatory and do not call for further comment.

The Calendaring Department.

The only two occupations in this department are those of front calendarmen and back calendarmen. No women are employed and payment is universally on the basis of time rates in all mills. The time rates for each of these two occupations are more or less similar in the case of

individual mills. The average daily earnings of the workers in this department are set out in the following table :—

Average Daily Earnings in the Calendaring Department—Time.

Areas.	Front Calendarmen.	Back Calendarmen.
	Rs. a. p.	Rs. a. p.
Bombay City	0 15 0 (299)	0 13 6 (294)
Bombay Suburban, Thana, Kolaba and Ratnagiri ..	0 13 10 (24)	0 13 8 (14)
Ahmedabad City	0 14 6 (248)	0 13 2 (257)
Ahmedabad, Kaira and Panch Mahals	0 12 6 (9)	0 11 8 (14)
Broach and Surat	0 12 0 (10)	0 11 8 (6)
East and West Khandesh	0 10 1 (21)	0 9 2 (20)
Poona, Nasik and Ahmednagar	....	....
Sholapur City	0 9 6 (9)	0 8 10 (14)
Sholapur and Satara..	0 6 7 (2)	0 6 8 (1)
Belgaum, Bijapur, Dharwar and Kanara	0 8 3 (2)	0 9 9 (2)
Presidency Proper	0 14 4 (624)	0 13 1 (622)

There is a marked similarity in the numbers of front and back calendar men returned by all cotton mills in the Bombay Presidency—front, 624 ; back 622. The figures for individual areas vary slightly. Average daily earnings in neither of these two occupations exceeded 15 annas per day but in the case of both occupations the levels of the averages for Bombay City were slightly higher than those for Ahmedabad.

Cloth Folding Department.

The main occupations in this department are cutlookers or cloth examiners, folders and pieces-stitchers. A few women are employed as folders and pieces stitchers in mills in Bombay, in the Bombay Suburban, Thana, Kolaba and Ratnagiri area and in Sholapur City. Payment is

predominantly on time rates of wages. The average daily earnings in these three occupations are set out in the following table :—

Average Daily Earnings in the Folding Department.

Areas.	Method of Payment.	Cutlookers (men only).	Folders.		Pieces Stitchers.	
			Men.	Women.	Men.	Women.
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City ..	Time ..	1 3 10 (493)	0 13 4 (1,766)	0 8 0 (2)	0 12 2 (330)	0 10 1 (6)
	Piece ..	..	1 7 10 (44)	..	0 15 10 (8)	..
Bombay Suburban, Thana, Kolaba and Ratnagiri.	Time ..	0 14 5 (40)	0 12 11 (140)	0 7 6 (13)	0 13 4 (17)	0 7 6 (37)
Ahmedabad City.	Time ..	1 8 5 (41)	1 2 9 (555)	..	0 12 11 (53)	..
	Piece	1 12 11 (16)	1 11 11 (79)	..	1 10 11 (3)	..
Ahmedabad, Kaira and Panch Mahals.	Time ..	1 15 4 (1)	0 11 7 (41)	..	0 9 9 (12)	..
Broach and Surat ..	Time ..	1 3 6 (1)	0 12 7 (66)	..	..	..
East and West Khandesh.	Time ..	0 10 7 (31)	0 10 1 (75)	..	0 9 4 (11)	..
Poona, Nasik and Ahmednagar.	Time ..	0 13 2 (3)	0 11 11 (11)	..	0 11 3 (3)	..
Sholapur City ..	Time ..	0 9 9 (32)	0 9 6 (152)	0 7 0 (12)	0 8 6 (16)	0 5 8 (9)
Sholapur and Satara	Time ..	0 11 4 (3)	0 7 3 (15)	..	..	..
Belgaum, Bijapur, Dharwar and Kanara.	Time ..	0 7 11 (6)	0 7 5 (13)	..	0 8 0 (1)	..
Presidency Proper	Time ..	1 2 9 (651)	0 14 0 (2,834)	0 7 4 (27)	0 12 0 (443)	0 7 6 (52)
	Piece	1 12 11 (16)	1 10 4 (123)	..	1 2 8 (11)	..
	All Workers	1 3 0 (667)	0 14 6 (2,957)	0 7 4 (27)	0 12 2 (454)	0 7 6 (52)

It will be noticed that whereas the number of cutlookers returned by mills in Bombay City was 493, the number returned by mills in

Ahmedabad was 57 on both time and piece rates of wages. As was pointed out in the section on " Damaged Cloth" in Chapter II, cutlooking or examining the cloth in order to discover defects is entrusted in the cotton mills in Ahmedabad to contractors who are remunerated on the basis of varying percentages of the total fines and penalties imposed by their men on the weavers. Similar remarks apply to mills in the Ahmedabad, Kaira and Panch Mahals area and in the Broach and Surat area. As all contractors' workers were not covered by the general wage census, only such workers as were directly employed by the mills themselves were returned in the census forms and consequently the figures for numbers employed are to that extent biassed. The most important occupation in this department is folding. There are wide variations in the figures for the average daily earnings of folders on time and piece rates of wages. In mills in Bombay, piece priced folders earned Rs. 1-7-10 per day as against 13 annas 4 pies per day earned by time rated men. In Ahmedabad City the average daily earnings for these two groups amounted to Rs. 1-11-11 and Rs. 1-2-9 respectively or to about four annas and five and a half annas per day more than in Bombay. In Sholapur all folders are on time rates and their average earnings amounted to 9 annas 6 pies per day. The figures for other occupations and areas show the same wide variations as were to be found in the case of all the occupations so far studied and they require no special comment.

Other Process Departments.

Other important departments on the process side in cotton textile mills are mixing, yarn bundling, dyeing and bleaching and cloth bundling and baling—departments in which many mills in Ahmedabad City and in the other two areas in Gujarat do most of the work through contractors. And as contractors' workers were, as already pointed out, not covered by the general wage census, complete figures with regard to the numbers employed in the occupations concerned are not available. The averages given for earnings in such occupations are for groups directly employed by the mills themselves. The true averages for all the workers in particular occupations where the work is done partly by the mill and partly through contractors must be lower than the averages for those employed directly by the mills because it is well known that contractors' men do not receive the same rates of wages as the others because the contractor must provide a margin for himself. We have, therefore, refrained from summarising the results of the general wage census for departments where a not inconsiderable proportion of the work is done by contract. Moreover to examine and summarise the figures relating to every occupation in the industry in the manner which has been attempted so far in this Chapter would be an endless and tedious task and we would therefore refer all readers of this report to the main tables at pages 149 to 189 for the detailed figures relating to all occupations which have not been examined in this Chapter.

Most mills in the Bombay Presidency have large mechanical and general departments of their own and employ considerable numbers of workers in categories which are common to all factories and the figures relating to the more important of these occupations are of some interest and are summarised below.

Occupations Common to All Factories.

Power Plants.—Over fifty per cent. of the cotton textile mills in Bombay City and a fair percentage of the mills in Ahmedabad and in the other areas of the Presidency are electrically driven. The majority of the mills, however, still continue to use steam either for power or other purposes. In the following two tables we set out the figures of average daily earnings in the main occupations in engine and boiler rooms and for oilers in all departments and for the more important of the electrical occupations. In dealing with occupations common to all factories, all workmen of a type were grouped together irrespective of the department in which they worked, *e.g.*, fitters, oilers, coolies, sweepers, etc., who are not only to be found in the power and mechanical departments but in almost every other department of a mill.

Average Daily Earnings in Engine and Boiler Rooms, and of Oilers—Time unless otherwise specified.

Areas.	Steam Engine Drivers.	Boiler Attendants.		Firemen.	Oilmen.
		1st Class.	2nd Class.		
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City ..	2 0 0 (32)	2 7 4 (43)	1 12 4 (41)	1 2 9 (207)	0 15 9 (1,421) P. 1 5 7 (10)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	2 12 1 (2)	2 3 8 (3)	1 9 11 (3)	1 2 9 (13)	0 15 1 (53) P. 1 5 9 (4)
Ahmedabad City ..	1 8 10 (110)	2 13 8 (67)	2 6 10 (35)	1 6 8 (347)	1 2 8 (1,573)
Ahmedabad, Kaira and Panch Mahals.	1 5 8 (5)	4 6 2 (2)	1 9 4 (3)	1 1 1 (18)	0 15 0 (76)
Broach and Surat ..	1 2 9 (7)	2 0 0 (3)	0 12 9 (1)	1 0 5 (20)	0 14 3 (67) P. 1 0 1 (5)

Areas.	Steam Engine Drivers.	Boiler Attendants.		Firemen.	Oilmen.
		1st Class.	2nd Class.		
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
East and West Khandesh	1 15 7 (11)	2 3 11 (4)	1 8 3 (2)	1 1 11 (32)	0 11 8 (105) P. 0 14 0 (9)
Poona, Nasik and Ahmednagar.	..	1 14 9 (1)	..	1 2 3 (3)	0 12 7 (9)
Sholapur City ..	1 9 7 (8)	1 9 5 (10)	0 14 1 (2)	0 15 1 (65)	0 10 11 (198) P. 0 13 8 (17)
Sholapur and Satara ..	0 15 7 (4)	2 13 0 (2)	1 3 1 (1)	1 1 2 (8)	0 8 2 (27) P. 0 11 5 (2)
Belgaum, Bijapur, Dharwar and Kanara.	0 12 5 (2)	2 10 0 (2)	2 11 9 (2)	0 11 0 (32)	0 9 10 (62) P. 1 2 6 (16)
Presidency Proper ..	1 10 1 (181)	2 9 7 (137)	2 0 0 (90)	1 3 10 (745)	T. 1 0 5 (3,591) P. 1 0 10 (63) All 1 0 5 (3,654)

It will be noticed that although the vast majority of oilmen are paid at time rates of wages, certain mills in no fewer than seven of the ten census areas in the Presidency paid a fair number of them at piece prices. The average daily earnings of piece rated men are in all cases higher than those of time rated men. Boiler attendants are divided into 1st class and 2nd class according to the certificates they hold from Government after passing certain examinations. Their average daily earnings varied from 12 annas 9 pies for men with 2nd class certificates in the Broach and Surat area to Rs. 4-6-2 for 1st class men in the Ahmedabad, Kaira and Panch Mahals area. The general averages for all mills in the Presidency are Rs. 2-9-7 per day for 1st class boiler attendants and Rs. 2-0-0 per day for 2nd class men. Steam engine drivers earned a general average of Rs. 1-10-1 per day and firemen Rs. 1-3-10 per day.

Average Daily Earnings in Certain Electrical Occupations—Time.

Areas.	Switch-board Attendants	Electric Motor Men.	Wiremen.	
			Superior.	Ordinary.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	2 10 3 (58)	1 0 8 (324)	2 7 3 (34)	1 10 2 (45)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	..	0 15 6 (14)	2 8 11 (3)	1 14 0 (1)
Ahmedabad City	1 13 5 (49)	1 3 6 (49)	2 6 10 (36)	1 5 7 (51)
Ahmedabad, Kaira and Panch Mahals..	..	0 14 5 (2)	..	1 5 7 (2)
Broach and Surat	1 6 10 (2)	..	..	1 9 10 (2)
East and West Khandesh	..	..	..	1 5 6 (3)
Poona, Nasik and Ahmednagar ..	..	..	..	1 14 9 (1)
Sholapur City	1 2 9 (11)	0 12 1 (6)	2 1 8 (1)	1 3 5 (16)
Sholapur and Satara	..	..	..	0 15 6 (2)
Belgaum, Bijapur, Dharwar and Kanara	..	0 12 2 (9)	..	0 15 4 (3)
Presidency Proper	2 2 8 (120)	1 0 9 (404)	2 7 0 (74)	1 7 0 (126)

It will be noticed that wiremen have been distinguished into two grades—"superior" and "ordinary". In most of the larger engineering workshops and in some of the larger mills as well most technical occupations are graded into classes or groups. Various forms of nomenclature are adopted and in one or two cases the grading is done in as many as seven different classes. The difficulties in connection with this grading were solved for the purposes of the general wage census by adopting the three grades "special", "superior" and "ordinary" for fitters and machinists or turners, and the two grades "superior" and "ordinary" for another fifteen or so occupations. In each case the dividing lines were fixed on the basis of daily and/or monthly rates of pay. In most cases the dividing line between "superior" and "ordinary" grades is a daily rate of Rs. 2 and/or a monthly rate of Rs. 54, but variations were adopted in the case of certain occupations. The actual gradings in each case may be examined by

a reference to the standard lists of occupations reproduced in Appendix C of the General Appendix.

Reverting to the electrical occupations dealt with in the above table we find that the average daily earnings of switchboard attendants varied between Rs. 2–10–3 in mills in Bombay City to Rs. 1–2–9 in mills in Sholapur City. Forty-nine switchboard attendants in mills in Ahmedabad City averaged Rs. 1–13–5 per day. Electric motormen earned between 12 annas 1 pie per day in Sholapur and Rs. 1–3–6 per day in Ahmedabad. The general Presidency averages for all wiremen employed in cotton textile mills are Rs. 2–7–0 per day for the superior class and Rs. 1–7–0 per day for the ordinary class.

Fitters and Machinists.

The total numbers of all fitters and machinists returned by cotton textile mills in the Bombay Presidency were 1,787 and 573 respectively. Their average daily earnings in each of the three grades into which they were grouped are set out in the following table :—

Average Daily Earnings of Fitters and Machinists.

Areas.	Fitters.			Machinists.		
	Special.	Superior.	Ordinary.	Special.	Superior.	Ordinary.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City ..	4 11 4 (17)	2 9 1 (501)	1 9 7 (298)	4 8 2 (1)	2 7 9 (154)	1 10 3 (86)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	4 0 0 (1)	2 11 2 (23)	1 6 7 (46)	..	2 6 7 (4)	1 9 0 (13)
Ahmedabad City	5 8 2 (4)	2 7 1 (313)	1 8 3 (317)	..	2 5 9 (111)	1 7 8 (113)
Ahmedabad, Kaira and Panch Mahals.	..	2 2 0 (4)	1 6 6 (17)	..	..	1 8 3 (10)
Broach and Surat	..	2 6 11 (3)	1 5 9 (21)	..	2 7 1 (1)	1 5 10 (6)
East and West Khandesh.	..	3 0 2 (1)	1 2 4 (42)	..	2 5 10 (6)	1 3 11 (16)
Poona, Nasik and Ahmednagar.	..	2 1 0 (2)	1 9 2 (3)	..	2 3 5 (1)	1 7 9 (2)
Sholapur City ..	..	2 9 2 (11)	1 3 9 (102)	..	2 1 6 (3)	1 3 9 (26)
Sholapur and Satara.	..	..	0 15 0 (8)	..	..	0 13 7 (7)
Belgaum, Bijapur, Dharwar and Kanara.	..	2 7 11 (2)	0 15 2 (51)	..	2 3 2 (1)	1 2 9 (12)
Presidency Proper.	4 13 2 (22)	2 8 4 (860)	1 7 2 (905)	4 8 2 (1)	2 6 10 (281)	1 7 6 (291)
	Rs. 2 0 4 (1,787)			Rs. 1 15 2 (573)		

Some General Miscellaneous Occupations.

Almost all cotton mills in the Bombay Presidency employ their own permanent masons and an important subsidiary occupation is that of cobblers. The average daily earnings in these two occupations are set out in the following table :—

Average Daily Earnings of Masons and Cobblers—Time.

Areas.	Masons.	Cobblers.
	Rs. a. p.	Rs. a. p.
Bombay City	1 12 0 (109)	0 15 2 (307)
Bombay Suburban, Thana, Kolaba and Ratnagiri ..	1 10 5 (6)	0 15 1 (11)
Ahmedabad City	1 15 9 (106)	1 7 4 (223)
Ahmedabad, Kaira and Panch Mahals	1 12 10 (3)	1 5 2 (10)
Broach and Surat	1 7 3 (5)	1 1 11 (11)
East and West Khandesh	1 2 2 (6)	0 12 5 (23)
Poona, Nasik and Ahmednagar	2 0 2 (3)	0 13 6 (2)
Sholapur City	1 4 4 (22)	0 10 9 (39)
Sholapur and Satara	1 0 11 (2)	....
Belgaum, Bijapur, Dharwar and Kanara	1 5 10 (7)	0 12 5 (8)
Presidency Proper ..	1 12 7 (269)	1 1 10 (634)

The average daily earnings of both masons and cobblers in mills in Ahmedabad City and in the Ahmedabad, Kaira and Panch Mahals area were higher than those of men doing similar work in mills in Bombay City and cobblers in Ahmedabad earned more than eight annas per day more than cobblers in Bombay. Masons in the Poona, Nasik and Ahmednagar area averaged nearly double the earnings of those in the Sholapur and Satara area and cobblers in mills in Ahmedabad City earned more than double the wages of those employed in mills in Sholapur City. Cobblers in mills in Bombay City averaged 2 annas 8 pies per day less than the general average for the whole Presidency.

Important Unskilled Occupations.

Cotton mills employ large numbers of unskilled labourers or "coolies" as they are called, and sweepers. The total numbers returned by all cotton mills and factories in the Presidency amounted to 12,915 and 3,415 respectively. The following table sets out the average daily earnings in these two occupations.

Average Daily Earnings of Coolies and Sweepers—Time unless otherwise specified.

Areas.	Coolies.		Sweepers.	
	Men.	Women.	Men.	Women.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	0 12 8 (5,440) P 1 6 4 (15)	0 8 7 (1,137)	0 10 9 (682)	0 8 5 (1,320)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	0 13 6 (289)	0 7 9 (86)	0 10 10 (9)	0 7 10 (45)
Ahmedabad City	0 12 11 (2,538) P 0 12 4 (30)	0 9 0 (930)	0 10 8 (431)	0 9 10 (338)
Ahmedabad, Kaira and Panch Mahals.	0 9 10 (70)	0 7 8 (34)	0 8 11 (33)	0 7 2 (26)
Broach and Surat	0 11 2 (107)	0 7 2 (57)	0 9 7 (31)	0 7 6 (26)
East and West Khandesh	0 9 8 (327)	0 5 5 (49)	0 7 11 (73)	0 5 9 (14)
Poona, Nasik and Ahmednagar ..	0 10 6 (31)	0 5 0 (9)	0 8 10 (6)	0 5 6 (7)
Sholapur City	0 9 1 (896)	0 5 5 (298)	0 9 6 (31)	0 5 2 (199)
Sholapur and Satara	0 7 2 (95)	0 4 2 (66) P 0 5 1 (3)	0 4 5 (6)	0 3 3 (19)
Belgaum, Bijapur, Dharwar and Kanara.	0 7 11 (203)	0 4 11 (157) P 0 3 6 (48)	0 8 9 (85)	0 4 9 (34)
Presidency Proper	0 12 1 (10,041)	0 7 8 (2,874)	0 10 4 (1,387)	0 8 2 (2,028)
	Re. 0-11-2 (12,915)		Re. 0-9-1 (3,415)	

It will be noticed that comparatively small numbers of coolies in mills in the cities of Bombay and Ahmedabad and in areas in the Southern Mahratta Country are paid on the basis of piece prices. These, in some cases, depend upon the number of baskets carried or in the case of women coolies employed in mixing rooms upon the quantities of different types of cotton mixed. Male coolies on time rates earned an average daily wage of 12 annas 11 pies in mills in Ahmedabad as against 12 annas 8 pies in mills in Bombay and 9 annas 1 pie in mills in Sholapur. The average daily earnings of all male coolies in cotton mills and factories in the Presidency amounted to 12 annas 1 pie and of all women coolies to

4 annas 5 pies per day less or to 7 annas 8 pies. Male sweepers in mills in both Bombay and Ahmedabad earned about the same wage, viz. 10 ¾ annas per day but women sweepers in Ahmedabad averaged nearly 10 annas per day as against about eight and a half annas in Bombay. The average daily earnings of women sweepers in mills in the Sholapur and Satara area were slightly less than a third of those in mills in Ahmedabad. The general Presidency averages for sweepers are 10 annas 4 pies per day for men, 8 annas 2 pies per day for women and 9 annas 1 pie per day for all sweepers.

Watch and Ward Department.

Occupations in this department are watchmen and their headmen who are called jamadars. The total number of persons returned in these two occupations by all cotton mills and factories in the Presidency was over 3,000. Only men are employed and payment is entirely on the basis of monthly time rates. The following table sets out their average daily earnings:—

Average Daily Earnings in the Watch and Ward Department.

Areas.	Jamadars.	Watchmen.
	Rs. a. p.	Rs. a. p.
Bombay City	1 2 7 (119)	0 12 8 (1,066)
Bombay Suburban, Thana, Kolaba and Ratnagiri ..	0 15 4 (6)	0 11 9 (50)
Ahmedabad City	0 15 3 (96)	0 9 6 (1,111)
Ahmedabad, Kaira and Panch Mahals	0 15 4 (5)	0 8 11 (53)
Broach and Surat	0 14 1 (6)	0 11 0 (46)
East and West Khandesh	0 10 11 (10)	0 7 7 (154)
Poona, Nasik and Ahmednagar	0 13 5 (2)	0 11 1 (9)
Sholapur City	0 13 4 (15)	0 9 3 (176)
Sholapur and Satara..	0 10 0 (3)	0 7 6 (23)
Belgaum, Bijapur, Dharwar and Kanara	0 10 8 (6)	0 9 1 (74)
Presidency Proper	1 0 4 (268)	0 10 8 (2,762)

The average daily earnings of jamadars in mills in Ahmedabad City and in the Bombay Suburban, Thana, Kolaba and Ratnagiri and in the Ahmedabad, Kaira and Panch Mahals areas were about the same, viz. 15¼ annas per day whilst jamadars in the Bombay mills earned about three and a quarter annas per day more. The general Presidency averages are Rs. 1-0-4 per day for jamadars and 10 annas 8 pies per day for watchmen.

Frequencies of Earnings.

In the first of Part I of the General Wage Census reports which dealt with wages, hours of work and conditions of employment in the engineering industry we gave five tables showing the frequencies of monthly earnings in five of the most important occupations in that industry. It was not feasible to compile similar tables for the more important occupations in the cotton textile industry because of the existence of widely varying wage periods in the mills in Ahmedabad City and in the rest of Gujarat, and in the mills in Bombay City and the rest of the Presidency. As was pointed out at the beginning of this chapter the figures in the census forms returned by all mills and factories for each of its workpeople related to : (1) number of days worked in the wage period specified at the top of the form ; (2) rate of wages (in the case of workers on time rates only) ; and (3) gross earnings less fines in that wage period. The gross earnings were either for a month, or for *haptas* of 7, 8, 14 or 16 days as the case might be. From figures such as these it would be clearly impossible to compile comparative tables containing frequencies of monthly earnings. It would be possible, however, to compile frequencies of daily earnings—a much too laborious task as this would have meant dividing the earnings for the specified wage period by the number of days worked in the case of each individual worker and of posting the results in different frequency groups. We were therefore not able to compile any tables showing frequencies of earnings for this report.

General Averages for All Occupations.

The summary tables which have hitherto been incorporated in this chapter contained the general area and Presidency averages of daily earnings (monthly earnings in the case of jobbers alone) for most of the important occupations which were selected for detailed consideration. We now proceed to examine the general averages for all occupations both by areas and for the Presidency as a whole. In the following table we set out the average daily earnings by age and sex groups for operatives on time rates of wages both according as to whether they were " process " operatives or workers in occupations common to all factories and for all operatives :

General Averages of Daily Earnings of Operatives on Time Rates—By Age and Sex groups.

Areas.	Men			Women			Children (All occupations).
	Process operatives.	In Engineering and 'Common' occupations.	All occupations.	Process Operatives.	In Engineering and 'Common' occupations.	All occupations.	
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	0 15 1 (47,297)	1 4 0 (9,919)	1 0 0 (57,216)	0 10 7 (4,469)	0 9 8 (1,460)	0 10 4 (5,929)	0 7 5 (2)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	0 13 8 (2,510)	1 3 10 (486)	0 14 10 (2,996)	0 8 3 (197)	0 8 10 (52)	0 8 4 (249)	....
Ahmedabad City	1 0 9 (28,693)	1 4 6 (7,457)	1 1 11 (36,150)	0 13 4 (4,641)	0 9 7 (442)	0 12 9 (5,083)	0 6 1 (22)
Ahmedabad, Kaira and Panch Mahals.	0 12 10 (1,257)	1 0 5 (405)	0 13 9 (1,662)	0 9 1 (182)	0 7 11 (28)	0 8 11 (210)	0 3 11 (102)
Broach and Surat	0 12 7 (1,123)	1 0 6 (304)	0 13 6 (1,427)	0 9 4 (199)	0 8 3 (35)	0 9 2 (234)	0 4 10 (40)
East and West Khandesh ..	0 10 8 (2,908)	0 13 2 (776)	0 11 3 (3,684)	0 5 5 (49)	0 9 4 (25)	0 6 10 (74)	0 3 2 (313)
Poona, Nasik and Ahmednagar ..	0 12 9 (320)	1 0 2 (93)	0 13 7 (413)	0 8 4 (18)	0 5 6 (7)	0 7 6 (25)	....
Sholapur City	0 9 7 (5,782)	0 13 6 (1,602)	0 10 6 (7,384)	0 6 8 (567)	0 6 5 (268)	0 6 7 (835)	0 4 3 (411)
Sholapur and Satara	0 7 4 (754)	0 10 5 (231)	0 8 1 (985)	0 4 3 (87)	0 4 11 (29)	0 4 5 (116)	0 2 5 (74)
Belgaum, Bijapur, Dharwar and Kanara	0 7 9 (2,171)	0 11 4 (825)	0 8 9 (2,996)	0 5 9 (536)	0 7 5 (54)	0 5 11 (590)	0 2 0 (37)
Presidency Proper	0 14 7 (92,815)	1 2 11 (22,098)	0 15 7 (114,913)	0 10 7 (10,945)	0 9 1 (2,400)	0 10 3 (13,345)	0 3 9 (1,001)

The average daily earnings of men and women operatives on time rates of wages in process occupations amounted to Rs. 1-0-9 and 13 annas 4 pies respectively in cotton mills and factories in Ahmedabad City as against 15 annas 1 pie and 10 annas 7 pies respectively in mills and factories in Bombay City and 9 annas 7 pies and 6 annas 8 pies respectively in Sholapur City. The lowest averages were those for the Sholapur and Satara area where " process " men earned 7 annas 4 pies per day and " process " women 4 annas 3 pies per day—in each case much less than half the average daily earnings both in Bombay and in Ahmedabad. In the case of all areas, male operatives on time rates in engineering and 'common' occupations earned more than 'process' operatives; but as far as women are concerned the earnings of those in engineering and common occupations were higher than those of process operatives in some areas and lower in others. If the figures for all occupations on time rates in the cotton textile industry are considered we find that the averages of daily earnings were nearly two annas per day higher in Ahmedabad than in Bombay for men and nearly two and a half annas per day higher in the case of women. The averages for operatives on time rates in all occupations in Sholapur City are 10 annas 6 pies per day for men and 6 annas 7 pies per day for women. Children or half timers earned 7 annas 5 pies per day in Bombay, 6 annas 1 pie per day in Ahmedabad, 4 annas 3 pies per day in Sholapur and as little as 2 annas 5 pies in the Sholapur and Satara area. The general Presidency averages of daily earnings for time rated operatives in all occupations in the industry are 15 annas 7 pies for men, 10 annas 3 pies for women and 3 annas 9 pies for children.

The figures relating to piece workers are set out in the following table in the same way as those for time workers in the preceding table.

General Averages of Daily Earnings of Operatives on Piece Prices—By Age and Sex Groups.

Areas.	Men			Women			Children in all occupations.
	Process Operatives.	In Engineering and common occupations.	All occupations.	Process Operatives.	In Engineering and common occupations.	All occupations.	
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	1 7 11 (46,834)	1 5 4 (49)	1 7 11 (46,883)	0 10 10 (18,390)	....	0 10 10 (18,390)	....
Bombay Suburban, Thana, Kolaba and Ratnagiri.	1 5 0 (2,352)	1 5 7 (20)	1 5 0 (2,372)	0 10 5 (715)	0 14 1 (2)	0 10 6 (717)	0 5 11 (6)
Ahmedabad City	1 14 7 (35,026)	1 4 6 (2)	1 14 7 (35,028)	0 11 11 (5,825)	....	0 11 11 (5,825)	....
Ahmedabad, Kaira and Panch Mahals.	1 8 8 (1,399)	....	1 8 8 (1,399)	0 10 3 (227)	....	0 10 3 (227)	....
Broach and Surat	1 3 7 (1,288)	1 0 1 (5)	1 3 7 (1,293)	0 8 1 (379)	....	0 8 1 (379)	....
East and West Khandesh ..	1 0 5 (2,850)	0 14 0 (9)	1 0 5 (2,859)	0 7 3 (1,179)	....	0 7 3 (1,179)	....
Poona, Nasik and Ahmednagar ..	1 4 6 (351)	....	1 4 6 (351)	0 7 7 (98)	....	0 7 7 (98)	....
Sholapur City	1 2 3 (4,936)	0 13 3 (19)	1 2 2 (4,955)	0 5 11 (3,150)	....	0 5 11 (3,150)	....
Sholapur and Satara	0 10 9 (491)	0 11 4 (2)	0 10 9 (493)	0 4 4 (366)	....	0 4 4 (366)	0 5 4 (17)
Belgaum, Bijapur, Dharwar and Kanara	0 11 5 (797)	1 2 6 (16)	0 11 6 (813)	0 7 8 (1,273)	....	0 7 8 (1,273)	....
Presidency Proper	1 8 6 (96,324)	1 2 8 (122)	1 8 6 (96,446)	0 10 0 (31,602)	0 14 1 (2)	0 10 0 (31,604)	0 5 5 (23)

There are several interesting features in the figures in the above table especially when they are compared with those for time rated workers in the immediately preceding table. These comparisons are of so great an importance that we are reproducing the figures for " all occupations " on time and piece rates separately for adult men and women alone in the following table. The figures for numbers affected in each case are omitted because they have already been given in the above two tables.

General Averages for Daily Earnings in All Occupations— By Sex Groups and Methods of Payment.

Areas	Men		Women	
	Time	Piece	Time	Piece
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	1 0 0	1 7 11	0 10 4	0 10 10
Bombay Suburban, Thana, Kolaba and Ratnagiri ..	0 14 10	1 5 0	0 8 4	0 10 6
Ahmedabad City	1 1 11	1 14 7	0 12 9	0 11 11
Ahmedabad, Kaira and Panch Mahals	0 13 9	1 8 8	0 8 11	0 10 3
Broach and Surat ..	0 13 6	1 3 7	0 9 2	0 8 1
East and West Khandesh ..	0 11 3	1 0 5	0 6 10	0 7 3
Poona, Nasik and Ahmednagar	0 13 7	1 4 6	0 7 6	0 7 7
Sholapur City	0 10 6	1 2 2	0 6 7	0 5 11
Sholapur and Satara ..	0 8 1	0 10 9	0 4 5	0 4 4
Belgaum, Bijapur, Dharwar and Kanara	0 8 9	0 11 6	0 5 11	0 7 8
Presidency Proper ..	0 15 7	1 8 6	0 10 3	0 10 0

Piece rated men earn, on an average, much more than time rated men, in all areas. This is due to the inclusion in the group of such comparatively better paid categories as frame workers, weavers and warpers. As far as women are concerned piece rated workers in some areas earn more than time rated workers and in some areas less ; but it is remarkable that whereas the figures for Ahmedabad are Rs. 1–1–11 per day for time workers and Rs. 1–14–7 or nearly thirteen annas more per day for piece workers for men, the figures for women are 12 annas 9 pies per day for time workers and 11 annas 11 pies or nearly an anna per day less for piece workers. The figures for Sholapur also show a very striking variation in the levels of earnings as between men on piece prices and between men on time rates and women on both time and piece rates.

The low levels of earnings in the two areas of the Southern Mahratta Country stand out in a particularly striking manner especially when it is observed that the averages for men paid on the basis of production are more than a rupee per day in the case of all the other eight areas. In the Southern Mahratta Country these averages are 10 annas 9 pies per day for the Sholapur and Satara area and 11 annas 6 pies per day for the Belgaum, Bijapur, Dharwar and Kanara area. As far as the general averages for the whole Presidency are concerned it will be observed that whereas the average daily earnings of time rated and piece priced women are about the same, viz., 10 annas, piece priced men earned an average of Rs. 1–8–6 per day as against the average of 15 annas 7 pies per day earned by the time rated men.

In the three preceding tables, figures of general averages of daily earnings were presented separately for time and piece rated workers. In the following table we present general averages of daily earnings for both time and piece rated workers put together. The method of presentation is the same as in the first two of the three tables. That is to say, the figures are given separately for men and women according as they were process operatives, or in engineering and "common" occupations and for all occupations and for children in all occupations.

General Averages of Daily Earnings—By Age and Sex and Broad Occupation Groups.

Areas	Men			Women			Children in all occupations.
	Process Operatives	In engineering and "common" occupations.	All occupations	Process Operatives	In engineering and "common" occupations.	All occupations	
	Rs. a. p.	Rs. a. p.	Rs. a. p	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	1 3 6 (94,131)	1 4. 1 (9,968)	1 3 7 (104,099)	0 10 9 (22,858)	0 9 8 (1,461)	0 10 8 (24,319)	0 7 5 (2)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	1 1 2 (4,862)	1 3 11 (506)	1 1 6 (5,368)	0 9 11 (912)	0 8 10 (54)	0 9 11 (966)	0 5 11 (6)
Ahmedabad City	1 7 5 (63,719)	1 4 6 (7,459)	1 6 10 (71,178)	0 12 6 (10,466)	0 9 7 (442)	0 12 3 (10,908)	0 6 1 (22)
Ahmedabad, Kaira and Panch Mahals.	1 1 5 (2,656)	1 0 5 (405)	1 1 3 (3,061)	0 9 8 (409)	0 7 11 (28)	0 9 6 (437)	0 3 11 (102)
Broach and Surat	0 15 8 (2,411)	1 0 6 (309)	0 15 9 (2,720)	0 8 6 (578)	0 8 3 (35)	0 8 6 (613)	0 4 10 (40)
East and West Khandesh ..	0 13 6 (5,758)	0 13 2 (785)	0 13 6 (6,543)	0 7 2 (1,228)	0 9 4 (25)	0 7 3 (1,253)	0 3 2 (313)
Poona, Nasik and Ahmednagar ..	1 0 11 (671)	1 0 2 (93)	1 0 10 (764)	0 7 8 (116)	0 5 6 (7)	0 7 7 (123)	....
Sholapur City	0 13 6 (10,718)	0 13 6 (1,621)	0 13 6 (12,339)	0 6 0 (3,717)	0 6 5 (268)	0 6 1 (3,985)	0 4 3 (411)
Sholapur and Satara ..	0 8 7 (1,245)	0 10 5 (233)	0 8 11 (1,478)	0 4 4 (453)	0 4 11 (29)	0 4 4 (482)	0 3 0 (91)
Belgaum, Bijapur, Dharwar and Kanara.	0 8 9 (2,968)	0 11 5 (841)	0 9 4 (3,809)	0 7 1 (1,809)	0 7 5 (54)	0 7 1 (1,863)	0 2 0 (37)
Presidency Proper	1 3 4 (189,139)	1 2 11 (22,220)	1 3 4 (211,359)	0 10 1 (42,546)	0 9 1 (2,403)	0 10 1 (44,949)	0 3 9 (1,024)

The two sets of averages of daily earnings in the above table for "process" operatives and for workers in all occupations for each of the ten census areas are either virtually sim lar or show very slight differences both in the case of male workers and of women operatives. For example all process operatives on both time and piece rates in mills and factories in Bombay City averaged Rs. 1–3–6 per day. The combination of the figures for the 94,131 workers in this group with the 9,968 workers in engineering and common occupations who averaged Rs. 1–4–1 per day gives a final general daily average of Rs. 1–3–7 for the total group of 104,099 men in all occupations. The figures for operatives in engineering and "common" occupations on both time and piece rates are virtually the same as those for time rated workers alone which were given in the first of this series of tables of general averages. We may, therefore, confine our remarks in connection with the figures in the above table to those which relate to all workers on both time and piece rates in all occupations. The average daily earnings of all men in all occupations varied from 8 annas 11 pies in the Sholapur and Satara area to Rs. 1–3–7 in Bombay City and Rs. 1–6–10 in Ahmedabad City. If the level of earnings in Ahmedabad are reckoned as 100, the levels in Bombay, Sholapur and in the Sholapur and Satara area are 85·8, 59·1 and 39·1 respectively. The general average for 211,359 male operatives in all occupations in the cotton textile industry in the Bombay Presidency proper amounts to Rs. 1–3–4 per day. As far as women workers are concerned, their average daily earnings were 4 annas 4 pies per day in the Sholapur and Satara area, 6 annas 1 pie per day in Sholapur City, 10 annas 8 pies per day in Bombay City and 12 annas 3 pies per day in Ahmedabad. If Ahmedabad is again taken as 100, the levels of earnings in the other three areas referred to are 35·4, 49·7 and 87·1 in the order mentioned. The general Presidency average for 44,949 women operatives in all occupations in the cotton textile industry amounts to 10 annas 1 pie per day or 52·2 per cent. of the average wage earned by all male operatives. Children in all occupations ranged from an average of two annas a day in the Belgaum, Bijapur, Dharwar and Kanara area to 6 annas 1 pie or three times as much in Admedabad City. The general Presidency average for 1,024 children employed in the Industry is 3 annas 9 pies per day or about 20 per cent. of the average earned by men.

In the following table we present, by areas and for the Presidency as a whole the general averages of daily earnings of all operatives—men and women on both time and piece rates—for the same broad occupational groups as in the preceding tables. In the preparation of such general averages, some statisticians convert children or half timers into adults on the basis that one adult equals two half timers. This would not be strictly correct because children's hours of work vary from four hours to six hours per day and it would therefore be necessary to resort to accurate weighting in order to arrive at a scientific equivalent. In any case the general averages for a total of 256,308 adult operatives are not likely to be affected by the figures for an equivalent of 512 adults for the 1,024 children returned for the whole industry. The averages in the following table are, therefore, confined to adults alone.

Average Daily Earnings of All Adult Operatives in All Occupations.

Areas.	All men and women on Time and Piece Rates.		
	Operatives in "Process" Occupations.	Operatives in Engineering and "Common" Occupations.	All Occupations.
	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	1 1 9 (116,989)	1 2 9 (11,429)	1 1 10 (128,418)
Bombay Suburban, Thana, Kolaba and Ratnagiri	1 0 0 (5,774)	1 2 11 (560)	1 0 3 (6,334)
Ahmedabad City ..	1 5 11 (74,185)	1 3 11 (7,901)	1 5 7 (82,086)
Ahmedabad, Kaira and Panch Mahals	1 0 3 (3,065)	0 15 11 (433)	1 0 3 (3,498)
Broach and Surat ..	0 14 0 (2,989)	0 15 8 (344)	0 14 3 (3,333)
East and West Khandesh ..	0 12 5 (6,986)	0 13 1 (810)	0 12 6 (7,796)
Poona, Nasik and Ahmednagar.	0 15 7 (787)	0 15 6 (100)	0 15 7 (887)
Sholapur City	0 11 6 (14,435)	0 12 6 (1,889)	0 11 8 (16,324)
Sholapur and Satara	0 7 5 (1,698)	0 9 9 (262)	0 7 9 (1,960)
Belgaum, Bijapur, Dharwar and Kanara	0 8 1 (4,777)	0 11 3 (895)	0 8 7 (5,672)
Presidency Proper ..	1 1 7 (231,685)	1 2 0 (24,623)	1 1 8 (256,308)

The weighted general average of daily earnings of all adult operatives in all occupations in all cotton textile mills and factories which were working in the Bombay Presidency proper during the census year amounted to Rs. 1–1–8 for a total of over a quarter million workers. The remaining figures in the above table are self explanatory and they show the same wide variations as between area and area which have been commented upon throughout this chapter.

Attendance and Absenteeism.

In explaining the meaning of the word "average" as applied to the terms 'daily earnings', 'monthly earnings' and 'percentage attendance'

at the commencement of this chapter we showed that the 'average percentage attendance' for a given number of workers in any occupation or group of occupations is the ratio of the total of the numbers of days actually worked by each of all the individual workers included in that occupation or group of occupations to the total number of possible man days for all the individuals in the group during the particular wage period for which statistics relating to attendance and earnings are furnished. The main earnings' tables which follow this chapter give figures for average percentage attendance for each group of workpeople in the occupations listed. *Average percentage absenteeism* in each case is the difference between the figure for average percentage attendance and 100. Figures for average percentage attendance and absenteeism, apart from the valuable information which they give with regard to the extent of absenteeism in any particular occupation or group of occupations, are very useful for ascertaining correct averages of earnings for any occupations for any specified wage period provided the number of working days in that wage period and the average daily earnings for that occupation are known. The formula is as follows :—

$$\frac{\text{Average Daily Earnings} \times \text{No. of working days in Wage Period} \times \text{Figure for percentage Attendance.}}{100}$$

In view of the fact that our comments on the earnings of operatives in all the important occupations (excepting jobbers) which we have examined in this chapter related to the figures for average daily earnings and not to those for average monthly earnings, it was not considered necessary to refer to the figures of average percentage attendance given in the main tables for these occupations because such figures have no bearing upon the averages studied which are ascertained merely by dividing the aggregate earnings of all the individuals in a group by the aggregate of the number of days worked. As we have already pointed out the figures of average percentage attendance for groups of workers in different occupations are given in the main tables in all cases. But as it would be useful to study the general average of percentage attendance for the broad occupational groups which were dealt with in the tables compiled for general averages of daily earnings in the preceding section we shall now proceed to give figures for average percentage attendance in a similar way.

In the following table we set out the figures for average percentage attendance for all male operatives separately for groups on time and piece rates of wages and conjointly on both time and piece rates by broad occupational groups.

General Averages of Percentage Attendance for Male Operatives.

Areas.	Time.			Piece.			Both Time and Piece.		
	In 'Process' Occupations.	In Engineering and 'Common' Occupations.	In All Occupations.	In 'Process' Occupations.	In Engineering and 'Common' Occupations.	In All Occupations.	In 'Process' Occupations.	In Engineering and 'Common' Occupations.	In All Occupations.
	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.
Bombay City ..	87·8	92·7	88·6	88·2	85·9	88·2	88·0	92·6	88·5
Bombay Suburban, Thana, Kolaba and Ratnagiri.	85·7	92·6	86·9	85·3	90·8	85·4	85·6	92·5	86·2
Ahmedabad City ..	91·2	92·8	91·6	89·9	100·0	89·9	90·6	92·8	91·0
Ahmedabad, Kaira and Panch Mahals.	89·5	93·5	90·5	90·2	....	90·2	89·8	93·5	90·4
Broach and Surat ..	84·3	93·9	86·4	82·6	87·4	82·6	83·5	93·8	84·9
East and West Khandesh	88·9	91·0	89·4	89·8	85·0	89·7	89·3	91·0	89·5
Poona, Nasik and Ahmednagar.	85·8	94·7	87·9	91·0	....	91·0	88·5	94·7	89·3
Sholapur City ..	90·4	92·8	91·0	87·1	92·9	87·1	88·9	92·8	89·4
Sholapur and Satara ..	87·2	88·4	87·5	77·8	96·3	77·8	83·5	88·4	84·3
Belgaum, Bijapur, Dharwar and Kanara.	87·2	92·5	88·7	87·9	90·4	88·0	87·4	92·4	88·5
Presidency Proper ..	88·7	92·6	89·5	88·4	88·7	88·4	88·5	92·6	89·1



WORKERS' TENEMENTS BUILT BY THE COLABA MILLS, BOMBAY.

[*To face page* 138

As far as male operatives on time rates are concerned, the figures of average percentage attendance for workers employed in engineering and 'common' occupations are, in the case of all areas, better than those for the workers employed in 'process' occupations where the percentage absenteeism was as high as 15·7 (100—84·3) in the Broach and Surat area and was as low as 8·8 (100—91·2) in Ahmedabad City. In Bombay the percentage absenteeism for process operatives on time rates was 12·2 and in Sholapur City 9·6. The lowest figure for percentage absenteeism among men on time rates is 5·3 for workers in engineering and 'common' occupations in the Poona, Nasik and Ahmednagar area. Among male operatives on piece rates in 'process' occupations, average percentage absenteeism was highest in the case of the Sholapur and Satara area where it amounted to 22·2 (100—77·8) and lowest in the Poona, Nasik and Ahmednagar area where it was 9·0. In Bombay, Ahmedabad and Sholapur it was 11·8, 10·1 and 12·9 respectively. If male workers on both time and piece rates in all occupations are considered, attendance was best in Ahmedabad City (91·0 per cent.) and worst in the Sholapur and Satara area where it was 84·3 per cent. The figure for average percentage absenteeism for all male operatives in all occupations in the cotton textile industry for the whole Presidency was 10·9 (100—89·1).

In the following table we set out the figures of average percentage attendance for women operatives in the same way as we did for men in the preceding table.

General Averages of Percentage Attendance for Women Operatives.

Areas.	Time			Piece			Both Time and Piece		
	In Process Occupations.	In Engineering and "Common" Occupations.	In All Occupations.	In Process Occupations	In Engineering and "Common" Occupations.	In All Occupations.	In Process Occupations.	In Engineering and "Common" Occupations.	In All Occupations.
	Per cent	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.
Bombay City ..	90·9	94·5	91·8	88·4	....	88·4	88·9	94·5	89·2
Bombay Suburban, Thana, Kolaba and Ratnagiri.	92·8	92·2	92·7	87·5	100·0 (only 2 cases)	87·5	88·7	92·2	88·9
Ahmedabad City ..	91·8	95·8	92·4	89·1	....	89·1	90·3	95·8	90·7
Ahmedabad, Kaira and Panch Mahals.	91·1	92·3	91·3	92·1	....	92·1	91·6	92·3	91·6
Broach and Surat ..	82·9	90·1	84·0	87·6	....	87·6	85·9	90·1	86·2
East and West Khandesh	92·8	95·3	93·7	88·1	....	88·1	88·3	95·3	88·4
Poona, Nasik and Ahmednagar.	79·3	88·5	81·8	90·5	....	90·5	88·7	88·5	88·7
Sholapur City ..	92·8	93·1	92·9	90·6	....	90·6	90·9	93·1	91·1
Sholapur and Satara ..	89·8	95·9	91·3	84·3	....	84·3	85·4	95·9	86·0
Belgaum, Bijapur, Dharwar and Kanara.	87·7	91·9	88·0	89·5	....	89·5	89·0	91·9	89·1
Presidency Proper ..	90·9	94·4	91·7	88·7	100·0 (only 2 cases)	88·7	89·2	94·4	89·5

In all areas except one (the Bombay Suburban, Thana, Kolaba and Ratnagiri area) the figures for average percentage attendance for women on time rates are much better in the case of workers in engineering and "common" occupations than in "process" occupations. In mills in Bombay and Ahmedabad average percentage absence among women in engineering and "common" occupations was 5·5 and 4·2 respectively as against 9·1 and 8·2 in "process" occupations. In the case of certain other areas, notably in the Poona, Nasik and Ahmednagar area this difference was still more pronounced—the figures of percentage absenteeism being 11·5 (100—88·5) as against 20·7 (100—79·3). Whereas women on time rates in "process" occupations in Ahmedabad City showed a better average of percentage attendance than men (91·8 as against 91·2 for men) men on piece rates were better (89·9 as against 89·1 for women). If all women operatives on both time and piece rates are considered absenteeism was worst in the Sholapur and Satara area where it was as high as 14 per cent. (100—86·0) and best in the Ahmedabad, Kaira and Panch Mahals area where it was 8·4 per cent. Similar figures for Bombay, Ahmedabad and Sholapur are 10·8, 9·3 and 8·9 per cent. respectively. The figure for average percentage absenteeism for all women operatives in all occupations in the cotton textile industry for the whole Presidency was 10·5 (100—89·5) or 0·4 per cent. better than that for all men.

In the two preceding tables we presented general averages of percentage attendance separately for men and women workers as they were on time or piece rates or on both time and piece rates. In the following table we set out the general averages of percentage attendance for all adult operatives on both time and piece rates combined together in the same way as in the other tables: that is to say, for "process" operatives, workers in engineering and "common" occupations and in all occupations taken together.

General Averages of Percentage Attendance for All Adult Operatives on both Time and Piece Rates.

Areas.	In "Process" Occupations.	In Engineering and "Common" Occupations.	In all Occupations.
	Per cent.	Per cent.	Per cent.
Bombay City	88·2	92·9	88·6
Bombay Suburban, Thana, Kolaba and Ratnagiri	86·0	92·5	86·6
Ahmedabad City	90·5	92·9	90·9
Ahmedabad, Kaira and Panch Mahals ..	90·0	93·4	90·5
Broach and Surat	84·1	93·5	85·2
East and West Khandesh	89·1	91·1	89·3
Poona, Nasik and Ahmednagar	88·5	94·2	89·2
Sholapur City	89·4	92·9	89·8
Sholapur and Satara	84·0	89·3	84·7
Belgaum, Bijapur, Dharwar and Kanara ..	88·0	92·4	88·7
Presidency Proper	88·7	92·8	89·1

Percentage attendance in engineering and "common" occupations is in all areas far better than in "process" occupations. As far as "process" operatives alone are concerned absenteeism was highest in the Sholapur and Satara and in the Broach and Surat areas and lowest in Ahmedabad City. In engineering and common occupations it was again highest in the Sholapur and Satara area and lowest in the Poona, Nasik and Ahmednagar area. For all occupations taken together, Sholapur and Satara stands out with an average percentage absence of 15·3 while in Ahmedabad City the average percentage absence was 9·1. For all occupations in Bombay and Sholapur, the figures were 11·4 and 10·2 respectively. The general average of percentage attendance for all adult operatives in all textile cotton mills and factories was 89·1 which givesa figure of 10·9 for average percentage absenteeism for the industry for the whole of the Presidency Proper.

TABLES

TABLE I.*

Occupational Distribution of Process Operatives in the Cotton Textile Industry in the Bombay Presidency.

Occupation.	No. of workers returned.	
Jobbers—Head Jobbers—Spinning Side	559	
,, ,, Weaving Side	362	
,, —Spinning Side	3,057	
,, Weaving Side—Men	4,135	
,, ,, Women	1	
Fancy Jobbers	540	
		8,654
Humidifier Attendants	..	263
Erector Fitters	..	464
Opener Attendants—Men	1,250	
,, Women	27	
		1,277
Intermen	..	322
Scutcher Tenters—Single Machine—Men	715	
,, ,, Women	1	
,, Two Machine	131	
		847
Willowmen—Men	403	
,, Women	30	
		433
Thread Extractors—Men	334	
,, Women	31	
		365
Strippers	..	1,069
Grinders	..	474
Strippers and Grinders—Ordinary	275	
,, Efficiency System	90	
		365
Flat Grinders	..	101
Card Flat Coverers	..	25
Lap Carriers—Men	664	
,, Women	3	
		667
Carding Machine Attendants—Standard System—Men ..	1,722	
,, ,, ,, Women ..	70	
,, ,, Efficiency System—Men ..	161	
		1.953
Derby Doublers	..	30
Fly Collectors—Men	305	
,, Women	25	
		330
Josephy Waste Plantmen	..	110
Silver Lap Machinemen	..	48
Ribbon Lap Machinemen	..	46
Comber Tenters	..	170
Needlers	..	9
Combing Can Boys	..	58
Drawing Tenters—One Head—Men	3,401	
,, ,, Women	53	
,, Two Men to three Head—Men ..	671	
,, ,, Women ..	7	
,, Three Men to four Head	45	
,, Two Head	66	
		4,243
Slubbing Tenters—with Back Tenters—Men	727	
,, ,, ,, Women ..	13	
,, without Back Tenters—Men ..	1,104	
,, ,, ,, Women ..	4	
		1,848

Occupation.	No. of workers returned.	
Inter Tenters—Single Side—Men	2,950	
,, ,, Women	22	
,, Double Side—Men	23	
,, ,, Women	1	
		2,996
Roving Tenters—not doing own Creeling—Men ..	98	
,, doing their own Creeling—Men ..	4,886	
,, ,, Women ..	104	
,, Two men on three Machines doing own Creeling	56	
,, Double Side doing own Creeling—Men ..	559	
,, ,, ,, Women ..	1	
		5,704
Creelers	..	199
Doffers—Men	18,166	
,, Women	3,146	
,, Children	983	
		22,295
Chapon Frame Tenters	..	133
Wrapping Boys	..	171
Siders—Single Side—Men	21,145	
,, ,, Women	3,400	
,, Double Side—Men	4,217	
,, ,, Women	151	
		28,913
Tarwallas—Men	3,793	
,, Women	611	
		4,404
Doubling Tenters—Single Side—Men	1,133	
,, ,, Women	24	
,, Double Side—Men	14	
		1,171
Doubling Winders—Men	13	
,, Women	499	
		512
Thread Card Winders—Women	..	5
Thread Winding Machinemen	..	15
Roller Coverers	..	429
Tubular Banders—Men	221	
,, Women	1	
		222
Ballers—Men	5	
,, Women	6	
		11
Spoolers	..	8
Spinners	..	141
Engine Piecers	..	272
Side Piecers	..	480
Creel Boys	..	259
Threads' Counters	..	17
Reelers—Men	263	
,, Women	11,312	
		11,575
Yarn Leasers and Dressers—Men	78	
,, Women	38	
		116
Cotton Sterilisers		1
Kiermen	..	114
Yarn Bleachers	..	174
Hydro Extractor men	..	95
Yarn Drying Stovers—Men	155	
,, Women	30	
		185

Occupation.	No. of workers returned.	
Yarn and Cheese Dyers—Men	1,156	
„ Women	4	
		1,160
Yarn Polishers	..	21
Yarn Mercerisers	..	28
Knotters—Men	201	
„ Women	87	
		288
Bundle Wrappers—Men	107	
„ Women	3	
		110
Baling Markers	..	242
Bundling Pressmen	..	239
Winders—Grey—Men	2,273	
„ Women	11,563	
Colour—Men	874	
„ Women	5,264	
„ Children	20	
Winders—Pirn—Men	1,233	
„ Women	3,012	
„ Children	4	
		24,243
Warpers	..	2,203
Warping Creelers	..	649
Front Sizers	..	1,047
Back Sizers	..	1,044
Yarn Glazing Machine Attendants	..	5
Sizing Mixers	..	519
Heald Sizers	..	6
Lappers	..	1
Drawers-In	..	1,593
Reachers—Men	1,428	
„ Children	12	
		1,440
Weft Distributors	..	516
Lag Peggers	..	10
Weavers—One-Loom	3,412	
„ Two-Loom—Men	57,551	
„ „ Women	7	
„ Three-Loom	606	
„ Four-Loom	3,439	
„ Six-Loom	1,445	
„ Automatic Ten-Loom	34	
		66,494
Smash Hands	..	189
Whippers	..	35
Automatic Loom Shuttlemen	..	16
Tape Weavers	..	94
Tape Cleaners—Men	21	
„ Women	4	
		25
Tape Blockers	...	4
Pieces Cutters	..	5
Reed Makers	..	18
Heald Knitters	..	51
Ends and Staples Fixers	...	16
Colour Men	..	19
Heald Dryers	..	2
Heald and Reed Polishers and Varnishers	..	46
Heald and Reed Repairers	..	247
Beam Carriers	..	819
Beam Gaiters	..	24
Loom Cleaners	..	391
Cloth Singers	..	42
Jiggers	..	720
Bleach Croft Machine Minders	..	291

Occupation.	No. of workers returned.	
Manglers		156
Padding Machinemen		24
Platers		259
Starch Manglers—Men	198	
,, Women	5	
		203
Scutcher Machinemen—Men	103	
,, Women	2	
		105
Drying Machinemen		492
Breaking or Mellowing Machinemen		18
Clip or Hot Air Stenters		592
Cloth Mercerisers		32
Raising Machinemen		108
Printing Shop Colour Mixers		11
Spray Printers		2
Machine Printers		21
Machine Tenters-In		17
Brushing Machinemen		36
Agers		24
Felt Calendarmen		40
Front Calendarmen		624
Back Calendarmen		622
Calendar Stitchers—Men	411	
,, Women	7	
		418
Cutlookers		667
Folders—Men	2,957	
,, Women	27	
		2,984
Pieces Stitchers—Men	454	
,, Women	52	
		506
Cutters		63
Cloth Bundlers—Men	943	
,, Women	19	
,, Children	2	
		964
Hoop Makers and Cutters		48
Baling Pressmen		478
Stampers		577
Coolies—Men	10,041	
,, Women	2,874	
		12,915

TABLE No. II.

Average Earnings and Attendance in the Textile Cotton Industry in the Bombay City Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives.				Rs. a. p.	Rs. a. p.
Head Jobbers—Spinning Side ..	T	248	93·6	3 13 6	96 6 6
,, ,, ..	P	41	93·7	4 14 10	122 1 8
Weaving Side ..	T	66	92·5	5 6 9	134 11 1
,, ,, ..	P	89	95·3	5 15 1	151 1 4
Jobbers—Spinning Side ..	T	1,394	91·9	1 14 0	46 2 4
,, ,, ..	P	302	92·3	2 5 2	57 0 2
Weaving Side ..	T	524	92·7	2 2 1	53 2 9
,, ,, ..	P	1,631	92·6	3 8 4	87 7 6
Fancy Jobbers	T	143	93·6	2 9 5	64 13 1
,, ,, ..	P	6	98·8	3 13 5	102 5 4
Humidifier Attendants ..	T	92	94·0	1 10 9	42 8 11
Erector Fitters	T	310	91·7	2 6 8	59 4 1
Opener Attendants	T	702	90·2	0 13 1	19 11 1
Intermen	T	162	92·0	0 13 7	20 10 11
Single Machine Scutcher Tenters ..	T	270	92·6	0 13 0	20 1 0
Two-Machine Scutcher Tenters ..	T	126	89·7	1 1 4	26 1 5
Willowmen	T	247	93·1	0 12 6	19 5 11
Thread Extractors—Men ..	T	214	91·0	0 12 0	18 6 0
Women ..	T	4	95·4	0 9 10	15 14 0
Strippers	T	498	92·1	0 13 8	20 15 8
Grinders	T	266	93·2	0 15 7	24 5 0
Strippers and Grinders ..	T	219	90·1	0 14 1	21 3 1
Strippers and Grinders, Efficiency System.	T	90	89·8	1 4 7	31 0 5
Flat Grinders	T	60	87·2	1 1 10	26 1 8
Card Flat Coverers	T	23	75·6	1 11 2	34 9 5
Lap Carriers—Men	T	374	92·3	0 12 8	19 7 6
Women ..	T	3	76·5	0 11 2	14 6 0
Carding Machine Attendants, Standard System—Men	T	830	90·6	0 12 1	17 15 9
Carding Machine Attendants, Standard System—Women	T	52	94·5	0 11 5	18 2 8
Carding Machine Attendants, Efficiency System.	T	130	82·8	0 11 7	16 2 2
Derby Doublers	T	29	87·8	0 13 7	20 1 3
Fly Collectors—Men ..	T	189	89·9	0 12 2	18 4 1
Women ..	T	11	97·6	0 10 0	16 6 8
Josephy Waste Plant Men ..	T	110	89·1	0 14 8	16 9 7
Silver Lap Machinemen ..	T	7	80·0	1 0 3	20 13 5
,, ,, ,, ..	P	5	83·1	1 2 2	24 9 2
Ribbon Lap Machinemen ..	T	7	96·7	0 15 11	24 13 4
,, ,, ,, ..	P	5	83·1	1 3 2	25 13 10
Comber Tenters	T	49	89·3	1 4 4	30 6 6
,, ,, ...	P	18	84·6	1 3 6	26 14 5
Needlers	T	3	93·8	1 8 8	38 9 3
Combing Can Boys	T	50	90·1	0 12 5	18 13 2
One-Head Drawing Tenters—Men.	T	29	84·4	0 14 9	20 12 11
,, ,, ,, ,, ,, ..	P	1,499	89·1	1 0 6	23 12 5
Two men to three Head Drawing Tenters.	P	604	90·7	1 2 2	27 1 10

TABLE No. II—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives—contd.				Rs. a. p.	Rs. a. p.
Two-Head Drawing Tenters ..	P	53	89·2	1 2 2	27 5 8
Three men to four Head Drawing Tenters.	P	45	76·7	1 1 1	21 12 4
Slubbing Tenters with Back Tenters.	T	30	85·2	0 12 1	17 6 2
Slubbing Tenters with Back Tenters.	P	183	85·6	1 1 8	25 0 4
Slubbing Tenters without Back Tenters.	P	661	88·3	1 2 1	26 0 4
Single Side Inter Tenters ..	T	1	77·8	0 14 1	....*
,, ,, ,, ,, ..	P	1,532	87·5	1 0 10	23 15 8
Roving Tenters not doing Creeling.	P	78	92·7	1 2 4	27 10 8
Roving Tenters Two men to three machines doing their own Creeling.	P	56	93·8	1 4 4	32 2 6
Roving Tenters doing their own Creeling.	P	1,901	85·7	1 0 1	22 0 6
Double Roving Tenters doing Creeling—Men.	P	535	86·1	1 6 5	31 11 10
Double Roving Tenters doing Creeling—Women.	P	1	88·9	1 4 0	29 15 0
Creelers	T	71	87·8	0 11 9	17 7 3
Doffers—Men	T	7,939	87·2	0 10 4	14 12 1
Women	T	1,617	90·7	0 9 9	14 11 1
Chapon Frame Tenters ..	T	6	94·4	1 1 11	28 9 10
,, .. ,, ..	P	124	92·5	0 15 10	24 8 4
Wrapping Boys	T	127	94·9	0 12 6	19 15 7
Single Side Siders—Men ..	T	8,062	84·8	0 13 7	18 14 0
Women ..	T	736	88·0	0 13 2	18 13 6
Double Side Siders—Men ..	T	3,257	83·7	1 2 6	25 9 8
,, ..	P	216	82·9	1 6 7	31 8 8
Women ..	T	123	89·4	1 2 7	27 11 10
Tarwallas—Men ..	T	2,941	86·0	0 12 10	18 1 9
Women ..	T	528	90·2	0 11 11	17 15 6
Doubling Tenters—Men ..	T	607	85·1	0 13 5	18 8 4
Women ..	T	6	99·4	0 9 11	16 10 4
Double Side ..	T	3	96·3	1 6 8	36 13 4
Doubling Winders—Women ..	T	8	95·4	0 13 9	22 1 3
,, ..	P	385	89·9	0 10 10	15 7 11
Roller Coverers	T	199	95·6	1 1 8	28 3 6
Tubular Banders	T	131	91·3	0 15 0	22 15 2
,, ,, ..	P	13	90·8	1 2 5	28 1 3
Ballers	T	3	93·8	1 1 3	27 5 8
Spoolers	T	2	96·3	0 15 3	24 13 6
,, ...	P	4	99·1	0 12 9	21 4 0
Spinners (Mule Spinning) ..	T	9	94·2	1 6 11	36 4 2
,, (,, ,,) ..	P	121	90·9	1 10 2	39 9 9
Engine Piecers (Mule Spinning) ..	T	49	89·4	1 2 0	26 8 1
,, ,, (,, ,,) ..	P	213	86·1	1 3 5	27 14 7
Side Piecers (Mule Spinning) ..	T	74	86·9	1 1 2	24 9 3
,, ,, (,, ,,) ..	P	366	85·8	1 2 0	25 11 1
Creel Boys (Mule Spinning) ..	T	249	84·3	0 10 6	14 13 3
,, ,, (,, ,,) ..	P	4	66·7	0 13 0	14 10 3
Threads' Counters	T	14	90·2	1 3 11	30 4 7

*Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. II—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attend. ance.	Average daily earnings.	Average monthly earnings.
Process Operatives—contd.				Rs. a. p.	Rs. a. p.
Reelers—Men	T	2	75·9	0 11 8	....*
Women	T	33	90·3	0 8 9	13 5 7
,, ...	P	6,281	88·8	0 10 2	14 10 8
Yarn Leasers and Dressers—Men	T	4	100·0	1 10 9	44 11 3
Women	T	8	85·2	0 10 3	14 11 5
,,	P	17	94·8	0 11 4	13 9 5
Cotton Sterilisers	T	1	22·2	0 6 0	....*
Kiermen	T	84	91·3	0 15 2	22 13 2
Yarn Bleachers	T	114	92·0	0 15 10	24 3 7
Hydro Extractor Men ..	T	56	94·0	0 15 9	24 6 10
Yarn Drying Stovers—Men ..	T	85	92·4	0 15 9	23 13 3
Women ..	T	26	95·6	0 11 3	15 13 4
Yarn and Cheese Dyers ..	T	598	87·9	0 14 10	21 4 10
,, ,, ,, ..	P	41	84·5	0 13 2	18 12 9
Yarn Polishers	T	7	93·7	0 14 3	22 8 9
Yarn Mercerisers	T	12	80·6	0 13 6	18 6 4
Knotters—Men	T	47	91·3	1 0 6	25 4 5
,, ,, ...	P	105	88·3	1 0 10	24 ·7 7
Women	T	57	85·6	0 11 3	14 2 11
Bundle Wrappers—Men ..	T	48	88·8	0 11 11	17 10 4
,, ..	P	4	69·8	1 2 3	21 1 9
Women ..	T	3	98·8	0 7 10	13 1 4
Baling Markers	T	175	92·0	0 13 10	21 6 7
,, ,, ...	P	15	98·0	1 6 4	36 14 8
Bundling Pressmen	T	87	86·0	1 0 4	23 4 0
,, ,, ...	P	68	86·7	1 4 9	29 7 7
Grey Winders—Men ..	T	2	46·3	0 10 7	8 4 5
,, ..	P	660	72·1	0 12 5	14 4 6
Women ..	T	44	88·4	0 10 0	14 3 8
,, ..	P	6,352	88·0	0 9 11	14 9 7
Colour Winders—Men ..	T	2	96·3	0 11 3	18 5 6
,, ..	P	128	75·2	1 0 6	20 9 0
Women ..	T	26	93·0	0 12 4	18 13 4
,, ..	P	2,788	89·1	0 13 5	19 9 4
Pirn Winders—Men	T	29	87·7	0 12 5	18 3 7
,, ..	P	744	71·3	0 14 5	15 11 1
Women ..	T	32	95·8	0 9 5	15 3 0
,, ..	P	2,560	87·0	0 11 7	16 10 5
Warpers	T	28	87·7	0 15 6	22 13 3
,, ...	P	987	87·1	1 11 6	39 15 4
Warping Creelers	T	449	85·2	0 11 0	15 11 6
,, ,, ...	P	15	78·3	0 11 4	13 9 7
Front Sizers	T	320	90·3	2 10 2	62 13 10
,, ,, ...	P	161	89·4	2 10 3	63 4 1
Back Sizers	T	331	85·8	1 5 2	30 0 0
,, ,, ...	P	142	86·4	1 5 6	31 1 4
Sizing Mixers	T	218	91·1	0 15 2	23 10 0
Heald Sizers	T	3	82·5	0 12 10	17 11 2
Lappers	T	1	100·0	0 11 3	16 14 0
Drawers-In	T	56	90·5	0 14 3	21 11 9
,, ,, ...	P	891	88·0	1 10 3	38 1 7
Reachers	T	38	86·2	0 11 0	15 14 11
,, ...	P	878	86·8	0 13 8	19 10 3

* Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. II—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives—contd.				Rs. a. p.	Rs. a. p.
Weft Distributors	T	345	89·4	0 12 2	18 3 7
Lag Peggers	T	10	61·0	0 15 1	15 7 5
One-Loom Weavers—Ordinary Plains and Greys.	P	682	80·9	1 3 4	25 15 9
,, ,, Dobbies ..	P	111	90·0	1 12 6	40 10 9
,, ,, Jacquards & Blankets.	T	2	94·4	3 0 3	76 15 0
,, ..	P	356	91·5	1 8 0	36 7 2
Two-Loom Weavers	T	43	79·7	0 14 10	19 15 1
,, ,, ..	P	24,623	89·9	1 6 1	33 3 5
Three-Loom Weavers ..	P	589	90·0	1 8 2	36 12 1
Four-Loom Weavers	P	3,384	84·3	2 1 1	46 15 10
Six-Loom Weavers ..	P	1,445	86·4	1 15 4	45 10 5
Smash Hands (Six-Loom Weaver Helpers).	T	44	87·3	2 2 6	51 1 0
Smash Hands (Six-Loom Weaver Helpers).	P	145	86·6	2 0 10	47 15 6
Whippers	P	33	83·6	1 12 7	37 12 9
Automatic Loom—Weavers ..	T	34	94·5	2 8 11	65 0 4
Shuttle Boys.	T	16	90·5	0 12 5	18 14 11
Pieces Cutters	P	1	100·0	1 12 4	47 12 0
Reed Makers	T	11	84·6	1 1 7	24 10 2
Heald Knitters	T	14	94·7	0 15 2	24 3 8
,, ,, ...	P	25	83·0	1 3 11	25 6 0
Ends and Staples Fixers ..	T	6	81·3	0 13 4	....*
Colour Men	T	7	86·8	1 3 5	28 6 3
Heald Dryers	T	1	100·0	0 14 5	23 6 0
Heald and Reed Polishers and Varnishers.	T	39	85·8	0 15 2	20 12 7
Heald and Reed Repairers ..	T	134	88·4	1 0 7	24 8 0
Beam Carriers	T	616	90·4	0 15 10	24 1 3
Beam Gaiters	T	22	87·5	2 6 6	56 14 4
Loom Cleaners	T	81	86·2	0 13 7	19 8 1
,, ,, ...	P	15	87·9	0 14 7	21 9 7
Cloth Singers	T	28	87·4	0 13 10	20 7 5
Jiggers	T	545	87·9	0 15 2	21 6 5
,, ...	P	2	100·0	1 9 4	38 1 0
Bleach Croft Machine Minders ..	T	157	88·6	0 14 10	21 7 5
Manglers	T	113	88·8	0 13 3	19 10 2
Padding Machinemen ..	T	19	93·4	0 12 6	19 10 11
Platers	T	161	83·3	0 13 1	18 5 5
,, ...	P	11	95·3	2 6 10	62 7 11
Starch Manglers—Men ..	T	126	89·7	0 13 9	20 7 4
Women ..	T	5	94·8	0 7 10	12 8 10
Scutcher Machinemen—Men ..	T	65	87·5	0 13 0	19 1 9
Women ..	T	2	98·1	0 7 10	13 0 0
Drying Machinemen ..	T	259	89·0	0 13 0	19 1 6
,, ,, ...	P	7	96·3	0 9 6	15 7 3
Breaking or Mellowing Machinemen.	T	10	94·4	0 12 9	20 4 2
Clip or Hot Air Stenters ..	T	401	89·1	0 13 7	20 0 10
Cloth Mercerisers	T	26	91·3	0 13 4	20 9 2
Raising Machinemen ..	T	91	95·2	0 14 8	22 10 3

* Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. II—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives—concld.				Rs. a. p.	Rs. a. p.
Printing Shop Colour Mixers ..	T	10	98·1	0 15 10	26 4 1
Machine Printers	T	17	87·4	1 1 11	26 7 3
Machine Tenters—In ..	T	17	90·0	0 13 5	20 6 9
Brushing Machinemen ..	T	20	92·3	0 12 11	19 6 2
Agers	T	23	93·6	0 14 1	22 3 0
Felt Calendarmen	T	9	95·4	0 14 7	23 3 10
Front Calendarmen	T	299	90·3	0 15 0	22 9 4
Back Calendarmen	T	294	90·1	0 13 6	20 7 2
Calendar Stichers	T	175	82·9	0 13 2	18 4 11
,, ,, ...	P	6	78·4	1 2 8	24 10 8
Cutlookers	T	493	90·3	1 3 10	30 3 0
Folders—Men	T	1,766	89·7	0 13 4	20 0 0
,, —,, ...	P	44	92·3	1 7 10	36 15 9
,, —Women	T	2	98·1	0 8 0	13 2 0
Pieces Stichers—Men ..	T	330	88·7	0 12 2	18 1 7
,, ,, —,, ..	P	8	95·8	0 15 10	25 9 6
,, ,, —Women ..	T	6	97·5	0 10 1	16 9 4
Cutters ,, ...	T	45	85·5	1 0 5	23 8 5
Cloth Bundlers	T	418	86·6	0 12 3	17 12 4
,, ,, ...	P	13	89·2	1 8 10	37 6 4
,, ,, —Children ..	T	2	98·1	0 7 5	12 4 6
Hoop Markers	T	32	95·3	0 13 1	20 15 1
,, ,, ...	P	1	40·7	1 9 3	*
Baling Pressmen ..	T	124	90·9	1 0 2	24 8 8
,, ,, ...	P	165	90·9	1 6 3	32 7 2
Stampers	T	312	90·0	0 15 2	22 14 8
,, ...	P	4	83·3	2 0 6	45 11 2
Thread Winding Machinemen ..	T	15	87·4	0 7 2	10 9 6
Thread Card Winders—Women ..	P	5	71·9	0 9 6	11 8 6
Yarn Glazing Machine Attendants	P	5	100·0	1 3 9	33 4 6
Coolies—Men	T	5,440	88·9	0 12 8	18 13 5
,, —,, ...	P	15	87·9	1 6 4	33 2 5
,, —Women	T	1,137	93·2	0 8 7	13 7 2
Workers in Occupations Common to all Factories.					
Chargemen	T	18	98·4	3 12 5	103 10 7
General Maistries	T	31	94·3	3 14 11	103 12 5
Steam Engine Drivers ..	T	32	93·4	2 0 0	51 6 11
Oil Engine Drivers	T	6	97·5	3 6 11	89 13 4
Boiler Attendants: 1st Class ..	T	43	98·6	2 7 4	69 14 10
,, ,, 2nd Class ..	T	41	97·3	1 12 4	48 11 5
Engine and Boiler Cleaners ..	T	8	85·5	0 13 11	20 7 8
Firemen	T	207	94·2	1 2 9	30 5 11
Stokers	T	3	80·2	1 1 6	23 10 4
Valvemen	T	10	100·0	1 2 1	30 8 0
Pumpmen and Filtermen ..	T	61	90·0	1 0 3	25 1 5
Air Compressor Operators ..	T	28	93·6	1 8 11	40 6 2
Cooling and Refrigeration Plant Attendants.	T	9	81·3	1 4 8	31 2 11
Sprinklers	T	3	95·1	0 12 2	10 8 0
Water Softeners	T	2	94·4	1 2 8	29 12 0

*Omitted owing to low percentage attendance and small number of workers returned.

TABLE NO. II—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.			Average monthly earnings.		
Workers in Occupations Common to all Factories—contd.				Rs.	a.	p.	Rs.	a.	p.
Oilmen	T	1,421	91·6	0	15	9	24	4	2
,, ...	P	10	90·9	1	5	7	32	8	6
Ropemen	T	173	93·4	1	1	11	27	15	7
Electric Motormen	T	324	92·9	1	0	8	26	0	2
Superior Turbine Drivers ..	T	2	100·0	6	15	1	187	8	0
Shift-Chargemen	T	1	81·5	3	6	0		*	
Superior Switch Board Attendants.	T	2	93·1	4	5	4	117	0	0
Ordinary Switch Board Attendants.	T	56	94·4	2	9	3	67	4	1
Cable Jointers	T	1	63·0	3	0	0		*	
Superior Armature Winders ..	T	1	100·0	3	14	3	105	0	0
Ordinary ,, ,, ..	T	1	100·0	2	4	0	60	12	0
All-Round Electricians ..	T	13	93·9	2	15	7	77	0	9
Superior Wiremen	T	34	93·4	2	7	3	62	7	3
Ordinary Wiremen	T	45	92·9	1	10	2	41	6	11
Superior Electrical Fitters ..	T	6	100·0	2	8	8	68	10	4
Ordinary Electrical Fitters ..	T	8	98·2	1	7	1	38	4	1
Superior Boilermakers ..	T	8	86·4	3	1	9	73	13	8
Ordinary Boilermakers ..	T	3	76·4	1	9	4		*	
Steam and Electric Crane Drivers.	T	3	96·3	1	1	2	27	9	0
Hoistmen	T	147	93·9	0	14	3	22	6	3
Truckmen	T	24	92·2	0	12	11	19	1	1
Patternmakers	T	64	94·5	2	8	1	63	11	8
Furnacemen	T	3	85·2	1	5	2	30	6	4
Superior Moulders	T	10	91·5	2	6	9	59	12	10
Ordinary Moulders	T	10	94·4	1	7	11	38	2	8
Special Machinists	T	1	100·0	4	8	2	121	12	9
Superior Machinists	T	154	95·7	2	7	9	64	1	0
Ordinary Machinists ..	T	86	92·4	1	10	3	40	10	8
Drillers	T	2	62·3	0	15	9		*	
Welders	T	3	97·5	2	15	10	78	12	8
Hydraulic Pressmen ..	P	9	75·7	1	6	1		*	
Rivetters	T	2	96·3	0	14	9	24	0	6
Rivet Heaters and Holders ..	T	3	60·5	0	12	8		*	
Electroplaters and Gilders ..	T	10	87·8	1	7	9	35	2	1
Blacksmith Maistries ..	T	5	91·9	2	4	10	57	0	8
Superior Blacksmiths ..	T	77	95·3	2	5	5	60	0	11
Ordinary Blacksmiths ..	T	36	89·3	1	11	2	40	8	9
Hammermen or Strikers ..	T	109	94·8	0	15	0	23	14	2
Wire Polishing Machinemen ..	T	3	42·0	0	14	1		*	
Tinsmiths	T	109	92·0	1	14	4	46	15	1
Fitter Maistries	T	1	96·3	4	2	6	108	0	0
Special Fitters	T	17	99·4	4	11	4	127	7	4
Superior Fitters	T	501	93·3	2	9	1	64	10	0
Ordinary Fitters	T	298	90·6	1	9	7	38	14	7
Ordinary Instrument Mechanics ..	T	3	97·5	1	11	10	45	12	4
Superior Motor Mechanics ..	T	1	100·0	3	4	4	88	5	3
Motor and Lorry Drivers ..	T	68	97·3	2	2	4	60	6	0
Motor Cleaners	T	40	96·3	0	14	9	25	15	9
Watch and Clock Makers and Repairers.	T	1	100·0	0	14	2	23	0	0
Metal Polishers	T	1	59·3	1	0	0		*	

*Omitted owing to low percentage attendance and small number of workers returned.

TABLE NO. II—*concld.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance	Average daily earnings.	Average monthly earnings.
Workers in Occupations Common to all Factories—concld.				Rs. a. p.	Rs. a. p.
Metal Polishers	P	1	48·1	2 13 0	*
Ordinary Painters	T	102	92·8	1 1 8	27 10 1
Wheel Tappers	T	1	100·0	0 14 11	25 2 0
Carpenter Maistries	T	3	100·0	2 10 2	71 3 0
Superior Carpenters	T	151	95·2	2 4 8	58 12 6
Ordinary Carpenters	T	289	93·2	1 10 0	40 10 11
Sawyers	T	7	95·2	1 1 5	27 14 10
Saw Bench Attendants ..	T	1	100·0	1 15 1	52 8 0
Canemen	T	1	77·8	1 4 3	*
Ordinary Tailors	T	52	89·3	0 13 10	20 8 1
,, ,, ...	P	9	98·8	1 6 0	36 10 11
Plumbers	T	3	97·5	2 4 11	60 11 6
Masons	T	109	90·7	1 12 0	42 13 11
Tile Turners	T	3	100·0	1 1 10	30 2 2
Mochis	T	307	93·3	0 15 2	23 13 2
Measurers	T	19	84·0	0 15 11	22 9 8
Weighers	T	182	87·5	0 15 5	22 10 6
,, ...	P	15	84·9	1 4 3	28 14 1
Packers, Wrappers and Labellers—Men.	T	229	86·4	0 12 7	18 2 6
Women ..	T	7	62·4	0 8 7	*
Superior Apprentices ..	T	86	92·2	2 4 7	56 14 3
Ordinary Apprentices ..	T	115	86·5	1 1 7	25 6 9
Time Checkers	T	35	94·4	1 10 9	43 1 6
Ticket Boys	T	246	95·3	1 0 11	28 0 10
Muccadams	T	306	95·0	1 6 4	35 7 10
,, ...	P	5	80·9	1 2 5	21 6 10
Naikins	T	130	95·0	1 6 5	35 12 4
,, ...	P	1	100·0	2 1 8	54 11 0
Nawghanies	T	854	91·2	0 15 10	24 4 11
Mechanics Assistants ..	T	127	90·8	0 14 0	21 6 3
Fire Brigade Men	T	64	94·3	0 14 11	26 4 0
Jamadars	T	119	95·0	1 2 7	34 0 9
Watchmen	T	1,066	94·8	0 12 8	23 4 6
Lampmen	T	4	83·8	0 14 9	21 7 6
Errand Boys	T	4	66·7	0 4 8	*
Cartmen	T	8	91·4	1 0 1	25 3 7
Gunny Bag Sewers—Men ..	T	19	89·4	0 13 1	19 9 9
—Women ..	T	3	100·0	0 11 0	18 8 8
Warehousemen	T	192	93·7	0 15 5	24 4 0
Watermen	T	58	98·0	0 11 2	19 0 5
Washermen	T	82	81·0	0 14 10	18 5 4
Sweepers—Men	T	682	92·1	0 10 9	16 15 4
,, —Women	T	1,320	94·6	0 8 5	13 7 0

*Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. III.

Average Earnings and Attendance in the Textile Cotton Industry in the Bombay Suburban, Thana, Kolaba and Ratnagiri Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives.				Rs. a. p.	Rs. a. p.
Head Jobbers—Spinning Side ..	T	3	100·0	3 14 2	104 14 6
— ,, ,, ..	P	1	100·0	4 5 3	116 13 0
—Weaving Side ..	T	2	100·0	7 7 3	201 4 0
— ,, ,, ..	P	2	98·1	5 5 2	141 1 0
Jobbers—Spinning Side ..	T	20	95·9	1 12 2	45 9 11
— ,, ,, ..	P	14	96·6	2 4 9	59 14 9
—Weaving Side ..	T	19	96·1	1 12 3	45 7 10
— ,, ,, ..	P	71	87·4	3 2 0	73 5 9
Fancy Jobbers	T	6	91·4	2 2 0	52 6 0
,, ,, ...	P	7	80·4	3 4 7	71 6 2
Humidifier Attendants ..	T	6	98·1	1 3 8	32 8 11
Erector Fitters	T	2	100·0	2 11 2	72 14 0
Opener Attendants ..	T	35	87·0	0 13 2	17 12 9
Intermen	T	7	79·7	0 13 2	16 9 0
Single Machine Scutcher Tenters.	T	14	73·8	0 13 3	15 12 6
Willowmen—Men	T	8	72·9	0 12 10	14 14 0
—Women ..	T	1	96·3	0 11 6	18 11 0
Thread Extractors—Men ..	T	6	95·7	0 13 1	18 6 4
—Women ..	T	1	85·2	0 8 9	12 9 0
Strippers	T	23	88·8	0 13 6	18 5 2
Grinders	T	13	94·2	0 14 5	22 10 5
Flat Grinders	T	1	100·0	1 1 7	29 11 0
Lap Carriers	T	7	96·0	0 13 0	19 5 6
Carding Machine Attendants,— Standard System	T	44	94·0	0 12 3	15 14 1
Fly Collectors	T	5	93·4	0 13 1	18 9 10
One Head Drawing Tenters ..	P	99	91·6	1 2 7	22 9 4
Slubbing Tenters without Back Tenters.	P	38	86·8	1 1 8	20 11 11
Single Side Inter Tenters ..	P	69	83·8	1 0 11	22 0 11
Roving Tenters doing their own Creeling.	P	109	80·7	0 15 3	19 5 4
Double Roving Tenters doing Creeling.	P	10	93·5	0 15 9	22 13 8
Creelers	T	47	91·0	0 11 8	17 6 9
Doffers—Men	T	437	82·9	0 10 2	13 12 5
—Women	T	7	94·6	0 10 4	16 3 2
Wrapping Boys	T	3	97·5	0 12 9	21 0 6
Single Side Siders—Men ..	T	827	79·0	0 14 6	19 3 11
—Women ..	T	1	77·8	0 14 3	18 12 0
Tarwallas—Men ..	T	49	88·9	0 14 7	21 12 8
—Women ..	T	16	87·1	0 12 11	18 14 0
Doubling Tenters	T	14	90·7	0 8 9	13 5 11
Doubling Winders—Women ..	T	5	98·5	0 8 6	13 9 5
Roller Coverers	T	9	95·9	1 0 7	26 12 5
Tubular Banders	T	7	87·8	1 0 0	23 11 8
Engine Piecers	P	1	80·8	1 1 1	22 6 0
Side Piecers	P	3	97·5	0 15 8	25 13 0

TABLE No. III—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives—contd.				Rs. a. p.	Rs. a. p.
Creel Boys	P	1	92·6	0 13 4	20 14 0
Reelers—Men	P	6	94·7	0 7 7	11 2 8
—Women	P	205	86·7	0 10 7	15 6 10
Yarn Leasers and Dressers—Women	T	12	93·8	0 7 6	11 14 0
Kiermen	T	2	94·4	0 13 4	21 3 0
Hydro Extractor Men ..	T	2	98·1	1 1 11	29 11 0
Yarn and Cheese Dyers ..	T	60	94·0	0 13 7	21 6 9
Knotters	P	6	61·7	0 11 11	*
Bundle Wrappers	T	3	84·0	0 13 0	18 7 1
Baling Markers	T	16	90·5	0 13 6	20 10 6
Bundling Pressmen	P	4	69·4	0 13 9	16 2 1
Grey Winders—Men† ..	P	4	100·0	0 8 10	....
—Women ..	P	219	88·2	0 10 0	14 13 7
,, † ..	P	4	91·7	0 6 11	....
Grey and Colour Winders—Women	P	32	91·5	0 11 5	17 0 3
Colour Winders—Women ..	P	139	87·5	0 10 11	16 1 4
— ,, † ..	P	11	83·1	0 11 6	....
—Children† ..	P	3	91·7	0 8 3	....
Pirn Winders—Men† ..	P	11	99·2	0 7 9	....
—Women ..	P	105	86·6	0 10 3	14 14 9
—Children† ..	P	3	91·7	0 3 6	....
Warpers	T	11	88·8	1 4 4	29 5 10
,, ...	P	56	82·9	1 8 5	34 0 10
Warping Creelers	T	26	91·9	0 11 1	17 2 1
Front Sizers	P	16	92·3	2 6 5	59 2 9
Back Sizers	P	19	87·3	1 3 11	28 12 1
Sizing Mixers	T	4	96·3	1 0 3	26 5 11
Drawers-In	P	49	81·0	1 3 9	26 15 2
Reachers	P	49	80·0	0 9 11	13 6 2
Weft Distributors	T	4	94·4	0 11 4	18 1 3
One-Loom Weavers—Ordinary Plains and Greys.	P	25	85·4	1 5 1	28 1 7
,, ,, ,, †..	P	76	78·7	1 9 0	....
Tape Weavers	P	94	96·8	0 15 7	24 9 0
Two-Loom Weavers ..	P	1,492	84·8	1 4 7	29 6 8
Tape Cleaners—Men ..	T	21	93·8	0 8 6	13 7 9
—Women ..	T	4	93·5	0 8 5	13 4 6
Tape Blockers	P	4	91·3	0 14 7	21 9 9
Pieces Cutters	P	4	93·3	0 11 11	18 0 6
Heald and Reed Repairers ..	T	7	95·8	0 14 7	23 9 5
Beam Carriers	T	28	85·6	1 1 10	25 11 4
Beam Gaiters	T	2	100·0	1 5 6	35 0 0
Cloth Singers	T	3	98·8	0 9 7	16 0 2
Jiggers	T	44	91·0	0 12 10	19 7 9
Manglers	T	2	66·7	0 12 1	*
Starch Manglers	T	16	88·1	0 12 7	18 7 2
Scutcher Machinemen ..	T	4	92·6	0 12 9	19 15 7
Drying Machinemen ..	T	36	89·5	0 12 7	18 12 5
Breaking or Mellowing Machinemen.	T	8	90·7	0 12 8	19 6 0

* Omitted owing to low percentage attendance and small number of workers returned.
† These figures are for workers who are paid by shorter periods than a month.

TABLE NO. III—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives—concld.				Rs. a. p.	Rs. a. p.
Clip or Hot Air Stenters	T	27	90·3	0 13 10	21 1 5
Brushing Machinemen	T	1	100·0	0 14 0	23 10 0
Front Calendarmen	T	24	86·6	0 13 10	20 2 1
Back Calendarmen	T	14	93·7	0 13 8	21 10 7
Calendar Stitchers	T	5	88·5	0 13 6	19 9 11
Cutlookers	T	40	92·3	0 14 5	22 5 0
Folders—Men	T	140	91·0	0 12 11	19 13 0
—Women	T	13	90·6	0 7 6	11 7 6
Pieces Stitchers—Men	T	17	88·6	0 13 4	19 12 3
—Women	T	37	95·4	0 7 6	12 1 2
Cutters	T	4	92·5	0 12 7	19 4 3
Cloth Bundlers—Men	T	9	97·5	0 14 4	23 5 5
—Women	T	14	96·0	0 7 6	12 2 3
Baling Pressmen—Men	T	12	95·4	1 4 9	33 6 8
,,	P	5	99·2	0 14 7	24 1 8
Stampers	T	22	96·1	0 13 2	21 5 0
Coolies—Men	T	289	92·0	0 13 6	20 9 4
—Women	T	86	92·1	0 7 9	12 0 7
Workers in Occupations Common to all Factories.					
General Maistries	T	1	100·0	2 3 7	60 0 0
Steam Engine Drivers	T	2	98·2	2 12 1	75 13 0
Oil Engine Drivers	T	1	100·0	1 8 7	40 0 0
Boiler Attendants 1st Class	T	3	98·9	2 3 8	65 6 6
,, ,, 2nd Class	T	3	98·9	1 9 11	47 0 6
Engine, Boiler and Machine Cleaners.	P	8	100·0	1 1 11	13 14 0
Firemen	T	13	95·4	1 2 9	30 2 1
Pumpmen	T	1	63·0	1 4 6	*
Oilmen	T	53	93·1	0 15 1	23 10 3
,,	P	4	95·4	1 5 9	35 0 9
Ropemen	T	14	88·3	1 2 4	27 1 6
,,	P	3	90·1	1 6 0	33 7 4
Electric Motormen	T	14	80·4	0 15 6	21 0 11
Superior Wiremen	T	3	87·1	2 8 11	63 1 4
Ordinary Wiremen	T	1	92·6	1 14 0	46 14 0
Superior Electrical Fitters	T	1	88·9	2 6 3	57 *6 0
Hoistmen	T	3	98·8	0 13 1	21 11 11
Pattern Makers	T	3	94·9	1 14 11	48 5 11
Furnacemen	T	2	100·0	0 10 6	17 11 6
Ordinary Moulders	T	1	100·0	1 12 0	47 3 3
Superior Machinists	T	4	97·2	2 6 7	63 4 5
Ordinary Machinists	T	13	94·6	1 9 0	39 15 1
Superior Blacksmiths	T	3	96·3	2 3 0	56 14 3
Ordinary Blacksmiths	T	6	92·6	1 9 11	40 7 10
Hammermen	T	9	96·3	0 14 4	23 4 10
Tinsmiths	T	5	94·8	1 9 6	40 12 10
Special Fitters	T	1	100·0	4 0 0	108 0 0
Superior Fitters	T	23	92·7	2 11 2	67 7 1
Ordinary Fitters	T	46	89·8	1 6 7	34 1 11

* Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. III—*concld.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Workers in Occupations Common to all Factories—concld.				Rs. a. p.	Rs. a. p.
Motor and Lorry Drivers ..	T	3	98·8	2 8 0	66 10 8
Motor Cleaners	T	2	98·2	0 13 10	22 14 6
Ordinary Painters	T	1	100·0	1 4 3	34 3 0
Superior Carpenters	T	10	89·3	2 4 5	54 13 8
Ordinary Carpenters ..	T	22	93·1	1 8 6	38 8 10
Masons	T	6	93·8	1 10 5	41 14 0
Moolis	T	11	85·9	0 15 1	21 13 7
Weighmen	T	9	84·4	0 13 2	18 11 5
,, ...	P	1	22·2	1 2 4	*
Packers, Wrappers and Labellers—Women ..	T	2	83·3	0 7 6	10 8 9
— ,, ..	P	2	100·0	0 14 1	22 15 0
Superior Apprentices ..	T	3	98·8	1 11 0	45 0 0
Ticket Boys	T	6	98·2	1 3 9	34 4 8
Mucadams	T	31	95·4	1 5 1	33 7 9
,, ...	P	4	95·4	1 8 11	40 0 11
Nailkins	T	5	91·8	1 2 2	27 15 0
Navghanies	T	52	87·8	0 14 2	20 15 10
Mechanics Coolies	T	7	91·5	0 14 0	21 9 4
Fire Brigademen	T	12	99·4	0 14 3	23 13 11
Jamadars	T	6	99·5	0 15 4	29 7 8
Watchmen	T	50	97·1	0 11 9	22 1 7
Cartmen	T	5	90·3	0 10 8	18 9 5
Warehousemen	T	11	88·9	0 14 2	21 3 7
Watermen	T	1	100·0	0 9 3	15 0 0
Sweepers—Men	T	9	94·2	0 10 10	17 4 3
—Women ..	T	45	92·7	0 7 10	12 4 11

* Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. IV.

AVERAGE EARNINGS AND ATTENDANCE IN THE TEXTILE COTTON INDUSTRY IN THE AHMEDABAD CITY AREA.

*(*Figures for average monthly earnings are given in respect of only those occupations in which workers are paid on the monthly basis.)*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.*
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Head Jobbers—Spinning Side ..	T	199	95·4	2 13 0	72 4 11
,, Weaving Side ..	T	134	96·2	4 14 3	126 10 11
,, ,, ..	P	10	99·2	7 5 4	187 10 8
Jobbers—Spinning Side ..	T	868	93·8	1 8 2	
,, Weaving Side ..	T	273	94·6	1 14 9	48 14 2
,, ,, ..	P	1,051	94·3	4 5 5	
,, ,, —Women.	T	1	96·3	0 14 3	23 3 6
Fancy Jobbers	T	305	91·5	1 10 8	41 1 9
Humidifier Attendants ..	T	92	94·6	1 4 5	
Erector Fitters	T	103	91·3	2 7 8	
Opener Attendants—Men ..	T	299	92·8	0 14 7	
,, ,, Women ..	T	8	93·8	0 12 1	
Intermen	T	93	93·8	0 15 0	
Single Machine Scutcher Tenters—					
Men	T	281	92·9	0 15 0	
Women	T	1	100·0	0 13 7	
Two Machine Scutcher Tenters ..	T	5	89·3	0 15 6	
Willowmen—Men	T	95	93·3	0 14 4	
,, Women ..	T	19	94·4	0 14 7	
Thread Extractors—Men ..	T	73	95·5	0 13 6	
,, ,, Women ..	T	13	98·3	0 12 2	
,, ,, ,, ..	P	7	65·9	0 11 1	
Strippers	T	402	93·1	0 15 4	
Grinders	T	139	93·1	1 2 1	
Strippers and Grinders ..	T	6	98·7	0 15 9	
Flat Grinders	T	27	90·6	1 4 7	
Lap Carriers	T	169	92·8	0 14 9	
Carding Machine Attendants—Standard System—					
Men	T	541	92·5	0 14 10	
Women	T	2	100·0	0 14 0	
Carding Machine Attendants—Efficiency System ..	T	31	95·8	0 14 6	
Fly Collectors—Men ..	T	67	94·9	0 14 2	
,, Women ..	T	13	95·0	0 14 0	
Silver Lap Machinemen ..	T	33	89·9	1 1 2	26 0 10
Ribbon Lap Machinemen ..	T	32	90·5	1 1 4	26 6 7
Comber Tenters	T	95	84·4	1 1 1	24 4 10
Needlers	T	3	80·2	0 15 11	21 8 8
Combing Can Boys	T	6	82·1	0 11 1	15 6 2
One Head Drawing Tenters—					
Men	T	3	95·2	1 0 2	
,, ...	P	1,162	91·0	1 4 0	
Women	P	29	90·1	1 3 0	

TABLE No. IV—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.*
Process Operatives—contd.				Rs. a. p.	Rs. a. p.
Two Men to three Head Drawing Tenters ..	P	26	94·5	1 6 3	
Two Head Drawing Tenters ..	P	6	90·1	1 2 0	
Slubbing Tenters with Back Tenters—					
Men	P	433	88·8	1 4 3	
Women	P	9	93·7	1 4 4	
Slubbing Tenters without Back Tenters—					
Men	P	238	88·6	1 8 11	
Women	P	3	95·1	1 3 1	
Single Side Inter Tenters—					
Men	P	906	88·5	1 5 8	
Women	P	21	80·9	1 1 7	
Double Side Inter Tenters—					
Men	P	23	86·9	1 10 0	
Women	P	1	100·0	1 11 10	
Roving Tenters doing their own Creeling—					
Men	P	2,082	89·1	1 3 0	
Women	P	101	92·7	1 2 4	
Creelers	T	4	78·7	0 9 6	12 10 4
Doffers—Men	T	6,768	91·9	0 11 3	
,, Women	T	1,269	91·3	0 11 2	
,, Children	T	22	96·0	0 6 1	
Wrapping Boys	T	7	90·4	0 14 2	
Single Side Siders—Men ..	T	8,400	89·7	1 0 5	
,, ,, ,, ,, ..	P	2	92·9	1 0 0	
,, ,, ,, Women ..	T	2,238	91·2	1 0 4	
Double Side Siders—Men ..	T	649	92·9	1 7 9	
,, ,, ,, Women ..	T	27	89·9	1 7 11	
Tarwallas—Women ..	T	3	84·6	0 12 0	
Doubling Tenters—Men ..	T	353	88·7	1 0 11	
,, ,, Women ..	T	18	92·5	1 0 6	
Doubling Winders—Men ..	T	5	54·3	0 11 1	
,, ,, ,, ..	P	8	77·3	0 10 7	
,, ,, Women ..	T	7	67·3	0 10 0	
,, ,, ,, ..	P	42	86·6	0 11 0	
Roller Coverers	T	147	96·5	1 6 3	
Tubular Banders—Men ..	T	22	94·2	1 2 1	
,, ,, ,, ..	P	11	97·2	1 2 7	
,, ,, Women ..	T	1	100·0	0 11 2	
Ballers—Men	T	2	78·6	0 9 1	
,, Women	T	6	91·7	0 9 2	
Spoolers	T	2	92·9	1 1 1	
Spinners (Mule Spinning) ..	T	5	98·6	1 10 9	
Engine Piecers (Mule Spinning) ..	T	5	100·0	1 6 3	
Side Piecers (Mule Spinning) ..	T	15	91·0	1 5 7	
Creel Boys (Mule Spinning) ..	T	5	91·4	0 15 0	
Reelers—Men	T	4	95·7	0 11 3	
,, ,, ...	P	247	89·7	0 13 3	
,, Women	T	22	99·4	0 11 1	
,, ,, ...	P	1,420	89·6	0 11 7	

TABLE No. IV—*contd.*

Occupation.	Time or. piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.*
				Rs. a. p.	Rs. a. p.
Process Operatives—contd.					
Kiermen	T	14	98·1	1 3 0	31 7 9
Yarn Bleachers	T	28	93·4	0 14 1	22 2 5
Hydro Extractor Men ..	T	14	88·9	0 13 9	20 9 0
Yarn Drying Stovers ..	T	21	89·2	0 13 6	20 5 8
Yarn and Cheese Dyers—Men ..	T	243	90·2	0 13 6	
,, ,, Women	T	4	100·0	0 9 6	16 0 0
Yarn Polishers	T	10	99·4	1 2 6	
Yarn Mercerisers	T	10	90·4	0 14 11	22 11 7
Knotters—Men	T	9	93·8	0 15 0	23 12 5
,, ,, ...	P	2	100·0	0 10 3	17 4 11
,, Women	T	2	100·0	0 12 7	21 4 0
Bundle Wrappers	T	19	89·5	0 12 2	18 4 11
Baling Markers	T	5	89·6	1 0 8	25 3 6
Bundling Pressmen	T	35	95·3	0 14 5	23 4 0
,, ,, ...	P	1	100·0	0 4 7	7 12 9
Grey Winders—Men ..	T	62	89·3	1 1 0	
,, ,, ..	P	1,431	86·1	0 12 7	
,, Women ..	T	15	96·0	0 9 6	
,, ,, ..	P	2,871	89·1	0 11 0	
Colour Winders—Men ..	T	5	86·6	0 10 11	
,, ,, ,, ..	P	675	86·1	0 13 4	
,, ,, Women ..	P	1,321	88·6	0 13 5	
Pirn Winders—Men	T	99	90·1	0 12 8	
,, Women ..	T	35	87·3	0 13 2	
Warpers	T	10	93·0	2 1 7	52 11 3
,, ...	P	846	90·3	2 5 4	
Warping Creelers	T	54	85·0	0 9 6	13 9 11
,, ,, ...	P	14	79·9	1 0 3	21 14 8
Front Sizers	T	431	89·2	1 14 6	45 12 0
Back Sizers	T	436	86·2	0 15 7	22 10 0
Sizing Mixers	T	210	91·9	0 15 11	24 11 1
Heald Sizers	T	3	76·5	0 11 7	†
Drawers—In	T	142	99·5	0 10 7	17 11 10
,, ...	P	252	94·8	2 2 9	55 5 11
Reachers	T	253	94·4	0 10 8	
,, ...	P	24	86·3	2 2 0	49 8 9
Weft Distributors	T	113	93·8	0 11 8	
One-Loom Weavers—Jacquards ..	T	6	100·0	1 9 4	
,, ,, Jacquards and Blankets ..	P	95	88·2	1 3 5	
Two-Loom Weavers ..	T	9	96·3	2 8 11	
,, ,, ..	P	25,331	90·0	1 14 8	
Three-Loom Weavers ..	P	13	92·9	2 15 7	
Reed Makers	T	4	100·0	1 2 1	30 0 0
Heald Knitters	T	1	100·0	0 11 6	19 5 9
,, ,, ...	P	8	85·2	0 15 1	21 11 6
Ends and Staples Fixers ..	T	5	93·3	1 2 4	28 14 7
Colour Men	T	5	99·3	0 13 2	22 0 0
Heald Dryers	T	1	55·6	0 9 11	†
Heald and Reed Polishers and Varnishers.	T	7	94·3	0 15 7	

†Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. IV—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.*
				Rs. a. p.	Rs. a. p.
Process Operatives—concld.					
Heald and Reed Repairers ..	T	77	96·6	1 0 4	26 9 2
Beam Carriers	T	72	94·2	1 2 11	29 14 5
Loom Cleaners	T	280	91·5	0 12 1	
Cloth Singers	T	9	84·8	1 0 4	23 5 0
Jiggers	T	78	86·8	0 13 11	20 6 9
Bleach Croft Machine Minders ..	T	107	92·5	0 14 9	23 1 2
Manglers	T	34	86·9	0 13 10	20 0 0
Platers	T	60	87·3	0 14 2	20 13 6
Starch Manglers	T	38	89·3	0 13 9	20 12 4
Scutcher Machinemen ..	T	24	91·5	0 13 5	20 11 6
Drying Machinemen ..	T	165	88·0	0 13 6	
Clip or Hot Air Stenters ..	T	95	88·4	0 14 5	
Cloth Mercerisers	T	3	97·5	0 13 4	21 14 1
Raising Machinemen.. ..	T	9	92·2	0 13 0	20 2 11
Printing Shop Colour Mixers ..	T	1	77·8	0 14 9	†
Spray Printers	T	2	98·1	1 12 11	47 13 6
Machine Printers	T	4	100·0	1 0 7	28 0 0
Brushing Machinemen ..	T	13	89·5	1 0 3	24 8 5
Agers	T	1	96·3	0 14 11	24 3 0
Felt Calendarmen	T	31	83·3	0 13 6	18 15 5
Front Calendarmen	T	248	92·5	0 14 6	22 7 9
Back Calendarmen	T	257	89·5	0 13 2	19 12 2
Calendar Stitchers—Men ..	T	184	90·7	0 13 9	20 15 3
„ Women ..	T	7	90·0	0 9 2	13 14 3
Cutlookers—Men	T	41	93·3	1 8 5	38 7 1
„ „	P	16	90·3	1 12 11	44 0 6
Folders	T	555	92·2	1 2 9	28 15 5
„	P	79	86·1	1 11 11	39 14 8
Pieces Stitchers	T	53	90·8	0 12 11	
„ „	P	3	98·6	1 10 11	
Cutters	T	3	82·7	1 1 2	24 0 3
Cloth Bundlers	T	424	89·8	0 12 11	
Hoop Makers and Cutters ..	T	3	100·0	1 0 5	27 10 8
Baling Pressmen	T	100	93·7	0 15 11	25 4 7
„ „	P	1	100·0	0 12 2	20 8 6
Stampers	T	153	89·8	0 13 10	23 13 2
Coolies—Men	T	2,538	89·9	0 12 11	
„ „	P	30	91·3	0 12 4	
„ Women	T	930	93·1	0 9 0	
Workers in Occupations common to all Factories.					
General Maistries	T	76	95·1	3 8 4	99 5 6
Steam Engine Drivers ..	T	110	96·4	1 8 10	40 8 1
Oil Engine Drivers	T	9	99·6	1 9 1	42 3 6
Boiler Attendants—					
1st Class	T	67	96·8	2 13 8	79 0 10
2nd Class	T	35	96·1	2 6 10	66 3 8

†Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. IV—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.*
				Rs. a. p.	Rs. a. p.
Workers in Occupations common to all Factories—contd.					
Boiler Cleaners	T	74	93·2	0 13 6	21 3 8
Firemen	T	347	92·1	1 6 8	35 4 9
Valvemen	T	3	86·3	0 13 0	18 10 4
Pumpmen	T	99	93·8	1 3 3	30 9 0
Air Compressor Operators ..	T	3	100·0	1 1 11	29 14 7
Cooling and Refrigeration Plant Attendants	T	51	92·8	1 1 11	28 6 6
Sprinklers	T	2	96·3	1 5 6	34 14 2
Water Softeners	T	10	99·3	1 7 1	38 11 1
Oilmen	T	1,573	91·2	1 2 8	28 11 11
Ropemen	T	95	90·6	1 6 1	33 12 1
,, ...	P	2	100·0	1 4 6	34 10 3
Electric Motormen	T	49	94·6	1 3 6	30 14 2
Ordinary Turbine Drivers ..	T	27	98·0	2 1 7	56 2 0
Turbine Cleaners	T	8	90·3	1 3 0	28 14 8
Ordinary Switchboard Attendants	T	49	91·4	1 13 5	45 10 5
All-Round Electricians ..	T	4	98·2	2 14 7	80 0 0
Superior Wiremen	T	36	95·0	2 6 10	63 12 3
Ordinary Wiremen	T	51	93·7	1 5 7	34 9 10
Electrical Fitter Maistries ..	T	1	87·1	3 15 10	107 10 9
Ordinary Electrical Fitters ..	T	1	59·3	0 12 9	....†
Boilermaker Maistries ..	T	1	100·0	4 0 6	125 0 0
Superior Boilermakers ..	T	7	81·8	2 6 10	53 0 0
Assistant Cranemen and Slingers.	T	2	100·0	0 15 3	25 11 2
Hoistmen	T	57	97·7	0 15 10	25 14 2
Truckmen	T	85	89·6	0 12 1	18 6 5
Patternmakers	T	26	89·5	2 10 8	64 12 10
Furnancemen	T	7	95·8	1 15 9	51 5 6
Superior Moulders	T	7	97·9	2 3 7	58 11 7
Ordinary Moulders	T	33	88·9	1 3 3	28 13 6
Turner Maistries	T	1	90·3	3 3 5	90 0 0
Superior Machinists	T	111	92·4	2 5 9	58 12 8
Ordinary Machinists ..	T	113	92·9	1 7 8	37 0 8
Rivetters	T	1	81·5	0 8 10	12 1 6
Blacksmith Maistries ..	T	5	88·9	3 3 3	76 14 9
Superior Blacksmiths ..	T	64	88·4	2 4 8	54 14 7
Ordinary Blacksmiths ..	T	27	94·1	1 11 11	44 4 11
Hammermen	T	83	89·8	1 1 4	26 4 0
Tinsmiths	T	70	97·4	1 14 6	50 2 6
Coppersmiths	T	1	96·3	1 4 10	33 13 9
Fitter Maistries	T	1	100·0	3 11 3	100 0 0
Special Fitters	T	4	100·0	5 8 2	148 12 0
Superior Fitters	T	313	93·9	2 7 1	61 13 6
Ordinary Fitters	T	317	91·7	1 8 3	37 7 0
Motor and Lorry Drivers ..	T	43	96·5	1 13 10	49 14 10
Motor Cleaners	T	30	97·2	0 12 8	20 15 11
Ordinary Painters	T	8	93·0	0 15 9	26 0 10
Carpenter Maistries	T	14	95·3	3 4 0	89 14 1

†Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. IV—*concld.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Workers in Occupations common to all Factories—concld.					
Superior Carpenters	T	254	94·1	2 5 9	60 14 10
Ordinary Carpenters ..	T	119	92·7	1 9 6	40 6 5
Sawyers	T	11	97·0	1 2 8	30 7 11
Ordinary Tailors	T	21	89·1	0 14 7	21 15 4
Masons	T	106	94·3	1 15 9	53 3 9
Tile Turners	T	3	92·5	0 13 8	24 8 8
Mochis	T	223	94·4	1 7 4	37 2 4
Weighmen	T	21	97·2	0 13 11	22 10 11
Packers, Wrappers and Labellers.	T	8	79·6	1 0 1	21 9 3
Superior Apprentices ..	T	44	93·9	1 15 8	49 14 4
Ordinary Apprentices ..	T	22	90·3	1 0 9	25 11 0
Time Checkers	T	62	95·7	1 3 1	30 13 10
Mucadams	T	60	90·1	1 3 6	30 3 9
Naikins	T	11	93·3	0 14 3	22 7 7
Nawghanies	T	26	87·2	1 0 9	24 10 6
Mechanics' Assistants ..	T	66	85·7	0 14 0	20 4 11
Fire Brigademen	T	6	86·6	0 13 8	22 14 3
Jamadars	T	96	93·9	0 15 3	27 11 4
Watchmen	T	1,114	94·9	0 9 6	17 6 2
Washermen	T	302	83·1	0 15 1	24 2 8
Lampmen	T	43	99·4	0 3 11	7 6 8
Cartmen	T	16	98·0	0 13 7	23 2 2
Gunnybag Sewers—Men ..	T	12	94·4	0 8 9	13 15 7
„ Women ..	T	13	98·3	0 9 3	15 5 4
Warehousemen	T	80	91·2	0 14 9	22 9 10
Watermen—Men	T	103	96·9	0 8 7	14 0 3
„ Women ..	T	80	98·3	0 7 9	12 13 1
Sweepers—Men	T	431	94·1	0 10 8	17 5 0
„ Women	T	338	95·2	0 9 10	16 1 7

TABLE No. V.

Average Earnings and Attendance in the Textile Cotton Industry in the Ahmedabad, Kaira and Panch Mahals Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Head Jobbers—Spinning Side ..	T	6	82·1	2 9 11	58 0 11
„ „ Weaving Side ..	T	2	92·6	6 5 9	158 14 11
„ „ „ ..	P	1	100·0	3 11 10	100 14 6
Jobbers—Spinning Side ..	T	60	90·9	1 6 11	35 1 4
„ Weaving Side ..	T	16	85·6	1 11 3	39 6 10
„ „ ..	P	44	92·3	3 10 9	78 13 8
Fancy Jobbers	T	9	97·1	1 15 2	51 1 11
Humidifier Attendants ..	T	4	98·1	0 13 8	22 9 8
Erector Fitters	T	3	97·5	3 14 10	103 6 2
Opener Attendants	T	16	85·6	0 9 11	14 5 2
Intermen	T	6	96·3	0 11 4	18 7 7
Single Machine Scutcher Tenters.	T	12	90·7	0 12 3	18 11 4
Willowmen—Men	T	1	96·3	0 7 5	12 1 6
„ Women ..	T	7	100·0	0 8 3	13 14 10
Thread Extractors—Men ..	T	2	100·0	0 8 9	14 13 0
„ „ Women ..	T	1	100·0	0 7 7	12 12 0
Strippers	T	10	85·2	0 10 1	14 7 2
Grinders	T	7	95·2	1 0 11	27 2 0
Flat Grinders	T	1	100·0	0 11 1	18 12 0
Lap Carriers	T	10	85·9	0 10 6	15 2 10
Carding Machine Attendants, Standard System—					
Men	T	18	89·3	0 10 8	16 1 4
Women	T	8	81·9	0 8 11	12 4 5
Fly Collectors—Men	T	4	79·6	0 9 5	12 10 7
„ Women ..	T	1	88·9	0 9 5	14 1 6
Silver Lap Machinemen ..	T	1	66·7	0 15 9	....*
Ribbon Lap Machinemen ..	T	1	96·3	0 14 11	24 3 0
Comber Tenters	T	2	92·6	1 0 2	25 4 0
Combing Can Boys	T	1	25·9	0 12 11	....*
One Head Drawing Tenters—					
Men	P	32	90·7	0 13 8	20 14 4
Women	P	4	96·3	0 12 8	20 9 2
Two Men to three Head Drawing Tenters—					
Men	P	14	90·7	0 14 6	22 2 9
Women	P	7	91·0	0 14 10	22 11 9
Slubbing Tenters with Back Tenters	P	24	87·5	0 15 6	22 14 1
Slubbing Tenters without Back Tenters	P	7	91·5	1 3 5	29 15 9
Single Side Inter Tenters ..	P	38	92·1	1 1 10	27 3 5
Roving Tenters doing their own Creeling	P	91	90·0	0 14 9	22 6 10

*Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. V—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives—contd.					
Doffers—Men	T	266	86·3	0 7 10	11 5 11
„ Women	T	52	90·3	0 7 4	11 2 2
„ Children	T	101	96·0	0 3 10	6 4 2
Single Side Siders—Men ..	T	364	89·4	0 12 3	18 7 5
„ „ „ Women ..	T	68	90·2	0 11 8	17 12 1
Double Side Siders	T	32	93·3	1 0 9	26 6 6
Doubling Tenters—Single Side ..	T	4	88·0	0 12 5	18 7 4
„ „ Double Side	T	11	88·9	1 0 8	25 0 8
Roller Coverers	T	8	97·7	1 3 3	31 11 11
Tubular Banders	T	1	100·0	1 0 7	28 0 0
„ „	P	1	100·0	1 2 6	31 3 3
Reelers—Men	T	1	100·0	0 7 0	11 12 0
„ „	P	1	100·0	0 6 9	11 6 0
„ Women	T	5	88·1	0 7 1	10 7 11
„ „	P	44	85·8	0 9 11	10 5 1
Yarn Leasers and Dressers (Yarn Dyers)—					
Men	T	6	87·7	0 10 10	16 1 1
Women	T	1	100·0	0 7 8	13 0 0
Kiermen	T	4	88·0	0 14 11	22 3 2
Yarn Bleachers	T	6	84·0	0 12 11	18 5 1
Hydro Extractor Men ..	T	1	100·0	0 14 3	24 0 0
Yarn Drying Stovers—Men ..	T	3	98·8	0 13 2	21 15 11
„ „ „ Women ..	T	4	93·5	0 9 0	14 2 5
Yarn and Cheese Dyers ..	T	8	88·9	0 13 8	20 7 5
Yarn Mercerisers	T	2	100·0	0 13 4	22 8 0
Bundle Wrappers	T	2	100·0	0 13 0	22 0 0
Grey Winders—Men ..	P	70	92·9	0 10 5	13 13 10
„ „ Women ..	P	139	93·1	0 9 8	14 10 11
Colour Winders—Men ..	P	44	96·7	0 13 0	14 4 6
„ „ Women ..	P	33	95·4	0 11 4	18 15 9
Pirn Winders—Men ..	T	7	97·4	0 10 6	17 3 0
„ „ Women ..	T	1	100·0	0 7 3	12 3 0
„ „ Children ..	T	1	100·0	0 5 11	10 0 0
Warpers	P	42	88·5	1 15 9	47 7 6
Front Sizers	T	19	94·3	1 12 4	45 2 4
Back Sizers	T	19	91·0	0 13 11	21 6 4
Sizing Mixers	T	16	95·1	0 12 6	20 0 3
Drawers-In	P	14	87·6	2 1 2	48 15 9
Reachers	T	14	91·3	0 7 1	10 15 2
Weft Distributors	T	1	81·5	0 9 4	12 13 9
One-Loom Weavers,—Ordinary Plains and Greys.	P	15	86·1	0 10 6	....*
Two-Loom Weavers ..	P	908	90·1	1 9 7	....*
Three-Loom Weavers ..	P	4	91·7	2 2 0	....*
Four-Loom Weavors ..	P	49	83·3	3 4 1	....*
Reed Makers	T	1	100·0	1 4 9	35 0 0
Heald and Reed Repairers ..	T	4	98·1	0 11 0	18 2 11

*As this occupation is on a *hapta* system of payment no figures for monthly earnings have been given.

TABLE No. V—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives—concld.					
Beam Carriers	T	7	100·0	1 1 0	28 10 3
Loom Cleaners	T	6	88·9	0 8 11	13 6 2
Jiggers	T	12	88·9	0 13 0	19 8 10
Bleach Croft Machine Minders ..	T	1	100·0	0 13 0	22 0 0
Padding Machinemen ..	T	1	100·0	0 13 8	23 0 0
Platers	T	2	94·4	0 13 2	20 15 9
Starch Manglers	T	3	97·5	0 13 5	22 2 1
Scutcher Machinemen ..	T	1	100·0	0 11 10	20 0 0
Drying Machinemen ..	T	12	89·5	0 14 2	21 6 8
Clip or Hot Air Stenters ..	T	7	85·2	0 13 0	18 11 0
Front Calendarmen	T	9	94·7	0 12 6	19 15 2
Back Calendarmen	T	14	85·2	0 11 8	16 11 10
Calendar Stitchers	T	8	97·7	0 12 9	21 0 6
Cutlookers	T	1	85·2	1 15 4	45 0 0
Folders	T	41	89·3	0 11 7	17 8 5
Pieces Stitchers	T	12	94·8	0 9 9	15 8 9
Cloth Bundlers	T	23	91·1	0 12 8	19 8 2
Baling Pressmen	T	10	96·7	0 13 1	21 5 5
Stampers	T	25	95·3	0 11 10	18 15 6
Coolies—Men	T	70	88·1	0 9 10	15 6 11
„ Women	T	34	93·7	0 7 8	12 14 2
Workers in Occupations Common to all Factories.					
General Maistries	T	2	96·6	4 9 5	128 8 0
Steam Engine Drivers ..	T	5	98·5	1 5 8	36 0 5
Boiler Attendants—1st Class ..	T	2	89·7	4 6 2	114 0 0
„ „ 2nd Class ..	T	3	78·8	1 9 4	35 5 4
Boiler Cleaners	T	2	96·3	0 12 2	19 12 8
Firemen	T	18	97·5	1 1 1	28 1 9
Pumpmen	T	7	98·9	0 14 0	23 5 2
Oilmen	T	76	93·2	0 15 0	23 9 7
Ropemen	T	1	18·5	1 1 0	....*
Electric Motormen	T	2	81·5	0 14 5	19 13 11
All-round Electricians ..	T	1	80·6	3 9 7	90 0 0
Ordinary Wiremen	T	2	88·9	1 5 7	32 5 2
Hoistmen	T	2	100·0	0 12 0	20 4 0
Truckmen	T	22	87·9	0 11 6	17 0 11
Pattern Makers	T	2	88·9	2 8 3	60 7 0
Superior Moulders	T	1	96·3	3 1 3	80 0 0
Ordinary Moulders	T	1	100·0	0 11 10	20 0 0
Ordinary Machinists ..	T	10	93·7	1 8 3	38 6 6
Superior Blacksmiths ..	T	2	98·1	2 6 4	63 8 3
Ordinary Blacksmiths ..	T	3	97·5	1 9 8	42 3 0
Hammermen	T	5	96·3	0 13 10	22 6 11
Tinsmiths	T	5	95·6	1 7 6	37 14 10
Superior Fitters	T	4	98·1	2 2 0	56 5 5
Ordinary Fitters	T	17	94·6	1 6 6	35 13 9
Motor and Lorry Drivers ..	T	1	100·0	1 4 8	40 0 0

*Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. V—*concld.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Workers in Occupations Common to all Factories—concld.					
Motor Cleaners	T	1	100·0	0 10 4	20 0 0
Superior Carpenters	T	11	95·3	2 6 3	61 7 11
Ordinary Carpenters ..	T	8	91·7	1 8 0	37 2 1
Masons	T	3	94·1	1 12 10	48 1 0
Mochies	T	10	100·0	1 5 2	35 12 7
Weighers	T	3	85·2	0 15 3	21 14 3
Superior Apprentices ..	T	1	100·0	0 14 10	25 0 0
Ordinary Apprentices ..	T	3	88·9	0 15 5	23 1 5
Muccadams	T	5	100·0	1 6 7	42 10 0
Naikins	T	1	100·0	1 11 10	47 0 0
Nawghanies	T	16	94·2	0 14 5	22 15 6
Jamadars	T	5	100·0	0 15 4	28 2 5
Watchmen	T	53	96·7	0 8 11	16 3 11
Lampmen	T	3	100·0	0 5 2	10 0 0
Warehousemen	T	2	96·3	0 12 6	20 6 0
Watermen—Men	T	4	100·0	0 7 1	11 14 6
„ Women ..	T	1	100·0	0 5 11	10 0 0
Washermen	T	48	87·1	0 14 1	20 11 3
Sweepers—Men	T	33	93·6	0 8 11	14 7 11
„ Women	T	26	91·7	0 7 2	11 3 1

TABLE No. VI.

Average Earnings and Attendance in the Textile Cotton Industry in the Broach and Surat Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Head Jobbers—Spinning Side ..	T	4	100·0	2 6 9	65 5 6
„ „ „ „ ..	P	1	77·8	3 7 1	72 4 3
„ „ —Weaving Side ..	T	3	100·0	4 5 3	116 13 6
Jobbers—Spinning Side ..	T	36	95·4	1 3 4	31 1 9
„ „ „ ..	P	6	83·3	2 1 11	47 11 3
„ —Weaving Side ..	T	18	96·9	1 7 3	38 1 2
„ „ „ * ..	P	42	83·9	2 14 3	....
Fancy Jobbers	T	16	93·3	1 8 7	38 10 2
Humidifier Attendants ..	T	8	97·2	0 14 10	24 5 6
Erector Fitters	T	5	94·8	1 15 8	50 10 7
Opener Attendants ..	T	14	86·5	0 10 11	15 15 8
Intermen	T	5	84·4	0 11 0	15 9 11
Single Machine Scutcher Tenters.	T	13	86·0	0 11 9	17 1 1
Willowmen—Men	T	1	96·3	0 10 5	16 14 0
„ —Women ..	T	3	95·1	0 10 9	17 3 11
Thread Extractors—Men ..	T	3	86·4	0 10 8	15 9 9
„ „ —Women ..	T	1	88·9	0 9 5	14 2 0
Strippers	T	20	88·9	0 11 11	17 14 2
Grinders	T	8	99·1	0 13 2	21 15 9
Flat Grinders	T	1	100·0	0 15 7	26 4 0
Lap Carriers	T	8	82·4	0 11 6	15 15 1
Carding Machine Attendants, Standard System :—					
Men	T	23	79·2	0 11 2	14 14 10
Women	T	6	93·8	0 10 6	16 9 11
One Head Drawing Tenters :—					
Men	P	17	80·8	0 12 3	16 10 6
Women	P	16	86·1	0 13 5	19 7 5
Two Head Drawing Tenters ..	T	7	70·9	0 12 3	....†
Slubbing Tenters with Back Tenters :—					
Men	P	12	80·9	0 14 11	20 5 5
Women	P	4	91·7	0 14 3	22 0 1
Slubbing Tenters without Back Tenters :—					
Men	T	4	68·5	0 6 3	....†
„	P	3	65·4	0 14 11	....†
Women	P	1	76·9	0 15 3	19 1 9
Single Side Inter Tenters :—					
Men	P	34	77·1	0 15 3	19 12 11
Women	P	1	88·5	0 12 5	17 13 9

*As this occupation is on a *hapta* system of payment no figures for monthly earnings have been given.

†Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. VI—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average *monthly* earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives—contd.					
Roving Tenters doing their own Creeling :—					
Men	P	83	83·2	0 13 10	19 7 1
Women	P	3	94·9	0 12 9	19 15 5
Doffers—Men	T	228	75·8	0 7 9	9 14 6
„ —Women	T	49	76·2	0 7 10	10 1 4
„ —Children ..	T	28	89·4	0 5 0	7 8 9
Single Side Siders—Men ..	T	306	79·6	0 12 8	17 0 6
„ „ „ —Women ..	T	83	83·6	0 11 7	16 4 10
Doubling Tenters	T	12	81·5	0 11 6	15 13 2
Roller Coverers	T	6	95·7	1 6 2	35 12 11
Tubular Banders	T	5	82·2	0 9 0	12 8 1
Reelers—Men	P	2	77·8	0 9 6	12 7 0
„ —Women ..	P	68	87·4	0 6 10	10 0 0
Yarn and Cheese Dyers ..	T	6	96·9	0 12 8	20 12 5
Knotters	T	2	88·9	0 10 10	16 4 8
Bundle Wrappers ..	T	1	96·3	0 9 5	15 4 9
Baling Markers	T	1	81·5	0 13 10	18 15 9
Bundling Pressmen	T	3	92·6	0 10 9	16 13 1
Grey Winders—Men ..	P	30	72·6	0 10 1	12 5 8
„ „ —Women ..	P	180	87·6	0 7 5	11 0 3
Colour Winders—Women ..	P	106	87·6	0 8 7	12 11 0
Pirn Winders	T	3	98·8	0 8 7	14 5 6
Warpers	P	45	87·2	1 6 11	33 10 11
Warping Creelers	T	1	85·2	0 8 2	11 12 9
Front Sizers	T	15	99·3	1 10 1	43 10 9
Back Sizers	T	17	97·6	0 15 1	24 14 6
Sizing Mixers	T	11	96·1	0 12 2	20 4 3
Drawers-In	P	33	95·4	1 1 11	28 13 3
Reachers—Men	T	21	96·7	0 7 9	13 0 6
„ „	P	6	93·2	0 5 10	9 2 1
„ —Children ..	T	12	98·5	0 4 6	7 8 8
Weft Distributors	T	15	94·8	0 11 9	18 12 0
One-Loom Weavers, Ordinary Plains and Greys.*	P	29	83·0	0 12 11	....
Two-Loom Weavers* ..	P	945	82·2	1 3 10	....
Heald and Reed Repairers ..	T	4	77·8	0 11 8	15 5 4
Beam Carriers	T	11	87·2	0 13 6	19 14 7
Loom Cleaners	T	7	85·2	0 8 3	11 14 6
Cloth Singers	T	2	94·4	0 10 9	17 2 0
Bleach Croft Machine Minders ..	T	4	98·1	0 12 2	20 1 10
Scutcher Machinemen ..	T	3	75·3	0 11 1	14 1 9
Clip or Hot Air Stenters (Finisher Men).	T	3	98·8	0 12 1	20 2 3
Front Calendarmen	T	10	78·9	0 12 0	15 15 10
Back Calendarmen	T	6	90·7	0 11 8	17 13 0
Calendar Stitchers	T	4	80·6	0 11 5	15 8 1
Cutlookers	T	1	100·0	1 3 6	32 14 0
Folders	T	66	87·7	0 12 7	18 9 10
Cloth Bundlers	T	22	88·0	0 10 6	15 9 8

*As weaving in this area is on a *hapta* system of payment, figures for monthly earnings have not been given.

TABLE No. VI—*concld.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives—concld.					
Hoop Makers and Cutters ..	T	4	88·9	0 10 10	16 3 5
Baling Pressmen	T	12	93·2	0 12 2	19 2 1
Stampers	T	7	92·1	0 11 2	17 5 4
Coolies—Men	T	107	89·5	0 11 2	17 0 0
,, Women	T	57	85·7	0 7 2	10 6 1
Workers in Occupations Common to all Factories.					
General Maistries	T	3	100·0	3 6 0	95 10 8
Steam Engine Drivers ..	T	7	88·8	1 2 9	27 15 2
Boiler Attendants—1st Class ..	T	3	91·0	2 0 0	53 15 6
,, ,, 2nd Class ..	T	1	100·0	0 12 9	20 12 0
Firemen	T	20	99·4	1 0 5	27 7 5
Pumpmen	T	2	77·8	1 1 4	22 12 9
Oilmen	T	67	92·2	0 14 3	22 2 2
,, ...	P	5	87·4	1 0 1	23 11 10
Ropemen	T	4	95·4	1 4 4	32 12 0
Ordinary Switchboard Attendants	T	2	100·0	1 6 10	38 8 0
Ordinary Wiremen	T	2	77·8	1 9 10	33 13 11
Trolleymen—Men	T	3	86·4	0 10 3	14 15 2
,, Women ..	T	4	76·9	0 7 10	10 2 8
Pattern Makers	T	1	100·0	2 4 9	62 0 0
Ordinary Moulders ..	T	2	100·0	1 9 9	43 8 0
Superior Machinists	T	1	100·0	2 7 1	66 0 0
Ordinary Machinists ..	T	6	98·8	1 5 10	36 6 4
Superior Blacksmiths ..	T	1	100·0	2 6 6	65 0 0
Ordinary Blacksmiths ..	T	4	97·2	1 8 1	39 1 6
Hammermen	T	5	94·8	0 12 10	20 6 1
Tinsmiths	T	4	98·1	1 10 1	43 2 11
Superior Fitters	T	3	97·5	2 6 11	64 0 0
Ordinary Fitters	T	21	96·8	1 5 9	35 6 6
Motor and Lorry Drivers ..	T	2	98·3	1 7 10	42 8 0
Motor Cleaners	T	2	75·9	0 9 9	13 6 2
Superior Carpenters	T	3	71·6	2 6 1	....*
Ordinary Carpenters ..	T	11	95·6	1 8 7	39 11 4
Masons	T	5	81·8	1 7 3	33 15 4
Mochies	T	11	91·9	1 1 11	27 11 9
Muccadams	T	2	100·0	0 15 5	26 0 0
Naikins	T	4	98·1	0 13 8	22 9 4
Nawghanies	T	7	96·3	0 12 1	19 9 8
Jamadars	T	6	100·0	0 14 1	25 8 0
Watchmen	T	46	95·8	0 11 0	19 1 6
Washermen—Men	T	5	98·5	0 12 3	20 6 11
,, Women ..	T	1	51·9	0 5 11	5 2 9
Lampmen	T	2	100·0	0 6 11	12 8 0
Cartmen	T	3	100·0	0 11 10	22 0 0
Warehousemen	T	3	100·0	0 13 0	22 0 0
Watermen	T	3	100·0	0 11 1	18 10 8
Sweepers—Men	T	31	89·0	0 9 7	14 7 1
,, Women	T	26	92·3	0 7 6	11 11 5

*Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. VII.

AVERAGE EARNINGS AND ATTENDANCE IN THE TEXTILE COTTON INDUSTRY IN THE EAST AND WEST KHANDESH AREA.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives.				Rs. a. p.	Rs. a. p.
Head Jobbers—Spinning Side ..	T	16	96·0	2 2 6	54 9 0
" " " ..	P	4	100·0	4 7 0	115 5 6
" " Weaving Side ..	T	8	91·9	3 4 0	78 0 8
" " " ..	P	5	100·0	5 3 9	136 0 7
Jobbers—Spinning Side ..	T	63	90·2	1 3 7	29 0 10
" " ..	P	27	90·7	1 12 10	42 8 3
" Weaving Side ..	T	43	88·4	1 6 7	32 12 9
" " ..	P	91	88·3	2 11 1	62 5 9
Fancy Jobbers	T	31	81·6	1 1 1	22 12 7
Humidifier Attendants ..	T	24	90·0	0 13 2	19 5 11
Erector Fitters	T	10	98·5	1 13 8	47 8 4
Opener Attendants	T	63	90·7	0 10 2	15 1 3
Intermen	T	9	92·8	0 9 7	14 10 3
Single Machine Scutcher Tenters.	T	20	91·7	0 10 4	15 10 2
Willowmen	T	13	95·0	0 10 2	15 13 3
Thread Extractors	T	6	92·4	0 9 10	14 15 1
Strippers	T	25	88·7	0 10 5	15 2 11
Grinders	T	15	94·4	0 11 6	17 11 1
Flat Grinders	T	3	87·3	0 12 1	17 5 4
Card Flat Coverers ..	T	2	80·8	0 10 8	14 0 0
Lap Carriers	T	17	89·3	0 9 9	14 5 11
Carding Machine Attendants—Standard System	T	54	88·9	0 9 11	14 7 1
Derby Doublers	T	1	38·5	0 11 9	....*
Fly Collectors	T	6	83·5	0 9 7	13 3 0
One Head Drawing Tenters ..	T	29	87·1	0 12 2	17 14 2
" " ..	P	66	86·2	0 14 4	20 1 6
Two Men to three Head Drawing Tenters.	P	27	90·9	0 14 0	20 11 4
Slubbing Tenters with Back Tenters.	T	6	95·1	0 10 0	16 1 9
" " " ..	P	28	89·1	0 14 6	20 15 5
Slubbing Tenters without Back Tenters.	T	6	77·2	0 13 3	17 4 7
Single Side Inter Tenters ..	T	19	88·7	0 13 1	19 9 2
" " ..	P	59	87·7	0 13 2	18 12 9
Roving Tenters doing their own Creeling.	T	29	87·0	0 12 8	18 8 6
" " ..	P	130	91·7	0 12 2	18 1 3
Creelers	T	10	81·5	0 6 0	7 15 0
Doffers—Men	T	418	90·0	0 6 3	9 2 11
" Children	T	313	96·1	0 3 2	5 0 3
Chapon Frame Tenters ..	T	3	79·5	0 11 1	14 4 7
Wrapping Boys	T	8	94·8	0 10 11	17 0 5
Single Side Siders	T	729	89·0	0 10 9	15 10 0

*Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. VII—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.			Average monthly earnings.		
				Rs.	a.	p.	Rs.	a.	p.
Process Operatives—contd.									
Double Side Siders	T	15	94·3	1	2	4	29	3	10
Tarwallas	T	224	89·4	0	8	3	12	1	10
Doubling Tenters	T	34	89·0	0	11	4	16	7	4
Roller Coverers	T	15	90·3	1	0	5	24	4	11
Tubular Banders	T	9	87·4	0	9	0	12	15	1
Spinners (Mule Spinning) ..	T	1	80·8	0	11	9	15	7	3
Engine Piecers (Mule Spinning) ..	T	1	88·5	0	12	0	17	4	3
Side Piecers (Mule Spinning) ..	T	2	76·9	0	10	11	13	10	9
Threads' Counters	T	1	96·3	0	11	8	19	0	0
Reelers—Women	P	347	86·0	0	7	10	11	1	0
Yarn Leasers and Dressers ..	T	2	100·0	0	10	2	16	9	5
Kiermen	T	2	88·7	0	14	1	20	10	11
Yarn Bleachers	T	7	88·5	0	9	5	13	8	7
Hydro-Extractor Men ..	T	6	94·9	0	11	7	17	13	9
Yarn Drying Stovers ..	T	16	90·4	0	10	4	15	3	0
Yarn and Cheese Dyers ..	T	43	92·0	0	9	8	14	7	1
Yarn Mercerisers	T	1	100·0	0	9	7	15	9	6
Knotters	T	8	74·5	0	9	4	11	5	1
Bundle Wrappers	T	5	90·4	0	9	4	14	2	11
,, ,, ...	P	2	96·2	1	11	10	43	6	11
Baling Markers	T	4	80·0	0	10	10	14	2	8
Bundling Pressmen	T	4	83·2	0	12	0	16	11	8
,, ,, ...	P	2	100·0	1	12	1	45	9	3
Grey Winders—Women ..	P	428	87·8	0	6	3	8	15	4
Colour Winders—Women ..	P	223	88·3	0	8	4	12	0	8
Pirn Winders—Men	T	7	95·1	0	9	3	14	5	6
,, ,, ,, ...	P	10	73·3	0	11	5	.....		*
,, ,, Women ..	P	181	92·5	0	7	2	10	13	2
Warpers	T	5	88·5	0	12	10	18	7	0
,, ...	P	54	90·6	1	8	0	35	10	11
Warping Creelers	T	40	78·5	0	8	10	11	4	5
Front Sizers	T	17	91·4	1	8	1	36	6	10
,, ,, ...	P	10	93·5	1	6	8	34	6	7
Back Sizers	T	17	86·3	0	14	4	20	7	8
,, ,, ...	P	10	76·5	1	0	7	20	10	2
Sizing Mixers	T	20	74·1	0	12	6	15	4	2
Drawers-In	P	54	90·7	0	15	5	22	14	7
Reachers	P	53	82·1	0	11	0	14	13	3
Weft Distributors	T	21	90·8	0	8	11	13	6	6
One-Loom Weavers—Ordinary Plains and Greys.	P	502	86·2	0	10	2	14	8	0
,, ,, Dobbies.	P	684	93·5	0	11	7	17	10	0
Two-Loom Weavers	P	1,027	89·6	1	4	3	29	11	9
Whippers	T	2	55·8	0	12	4	11	2	9
Heald and Reed Repairers ..	T	5	86·9	0	8	9	12	5	11
Beam Carriers	T	33	80·4	0	13	7	17	15	9
Jiggers	T	22	92·2	0	10	8	16	0	5
Bleach Croft Machine Minders ..	T	14	91·5	0	12	0	17	12	8
Manglers	T	4	67·3	1	9	11	28	5	9
Platers	T	9	92·3	0	10	2	15	3	2
Starch Manglers	T	6	96·2	0	11	9	18	5	6

*Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. VII—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives—concld.					
Scutcher Machinemen	T	4	81·7	0 10 5	13 12 10
Drying Machinemen	T	3	88·5	0 11 10	16 15 10
Clip or Hot Air Stenters ..	T	31	86·4	0 10 1	14 2 9
Raising Machinemen	T	8	88·9	0 10 2	14 11 3
Brushing Machinemen	T	2	94·2	0 10 2	15 9 8
Front Calendarmen	T	21	90·6	0 10 1	15 1 2
Back Calendarmen	T	20	88·6	0 9 2	13 6 6
Calendar Stitchers	T	9	93·6	0 11 6	17 7 11
Cutlookers	T	31	87·9	0 10 7	15 2 8
Folders	T	75	88·5	0 10 1	14 10 2
Pieces Stitchers	T	11	88·3	0 9 4	13 8 11
Cutters	T	2	76·9	1 0 9	20 15 3
Cloth Bundlers	T	10	74·8	0 10 5	12 11 9
Hoop Makers and Cutters	T	6	98·6	0 10 3	16 1 7
Baling Pressmen ..	T	17	91·6	0 10 0	14 14 7
„ „ ..	P	4	98·1	1 2 6	29 8 0
Stampers	T	23	89·9	0 10 11	16 1 5
„	P	1	92·3	1 12 3	42 5 9
Coolies—Men	T	327	88·9	0 9 8	14 0 8
„ Women	T	49	92·8	0 5 5	8 3 8
Workers in Occupations common to all Factories.					
General Maistries	T	5	93·9	2 11 5	67 4 0
Steam Engine Drivers ..	T	11	82·7	1 15 7	42 13 10
Oil Engine Drivers	T	3	97·5	0 12 8	20 13 10
Boiler Attendants—1st Class ..	T	4	95·2	2 3 11	56 1 2
„ „ 2nd Class ..	T	2	75·9	1 8 3	31 1 8
Engine and Boiler Cleaners ..	T	14	69·5	0 10 6	....*
Firemen	T	32	90·2	1 1 11	26 6 0
Pumpmen	T	22	92·5	0 14 6	21 13 5
Oilmen	T	105	90·9	0 11 8	17 6 1
„	P	9	85·0	0 14 0	19 5 3
Ropemen	T	17	92·7	0 15 0	23 1 6
Ordinary Wiremen	T	3	97·4	1 5 6	34 0 4
Trollymen	T	4	90·7	0 9 0	13 12 2
Pattern Makers	T	2	100·0	2 4 6	60 8 0
Moulding Maistries	T	1	100·0	3 14 3	105 0 0
Furnacemen	T	5	92·6	1 5 0	32 12 5
Superior Moulders	T	3	82·3	2 10 4	57 4 4
Ordinary Moulders	T	10	89·4	1 4 8	30 7 4
Chippers	T	2	96·3	0 14 0	22 11 0
Superior Machinists	T	6	83·3	2 5 10	51 3 10
Ordinary Machinists	T	16	91·0	1 3 11	29 12 5
Superior Blacksmiths ..	T	2	88·5	2 8 11	58 14 0
Ordinary Blacksmiths ..	T	6	96·2	1 10 5	41 8 6
Hammermen	T	9	95·7	0 11 6	17 15 3
Tinsmiths	T	10	96·2	1 8 7	38 14 3
Superior Fitters	T	1	92·3	3 0 2	72 4 0
Ordinary Fitters	T	42	83·6	1 2 4	25 1 2

*Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. VII—*concld.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Workers in Occupations common to all Factories—concld.					
Motor and Lorry Drivers ..	T	6	100·0	1 5· 6	38 5 4
Motor Cleaners	T	2	100·0	0 8 8	15 8 0
Superior Carpenters	T	5	88·9	2 10 0	63 0 7
Ordinary Carpenters.. ..	T	19	86·7	1 5 8	30 11 9
Masons	T	6	95·2	1 2 2	30 2 2
Mochis	T	23	89·9	0 12 5	18 10 0
Weighers	T	11	92·4	0 10 11	16 10 10
Ordinary Apprentices ..	T	19	70·3	0 10 7	12 4 0
Ticket Boys	T	8	94·2	0 12 2	19 14 7
Muccadams	T	5	97·7	1 1 10	28 9 4
Naikins	T	11	97·9	0 13 11	22 3 7
Nawghanies	T	32	92·8	0 10 8	16 1 3
Mechanics Assistants ..	T	9	89·9	0 9 1	13 7 11
Fire Brigademen	T	3	100·0	0 10 2	16 7 10
Jamadars	T	10	97·3	0 10 11	19 15 11
Watchmen	T	154	92·7	0 7 7	13 5 1
Washermen	T	1	100·0	0 12 1	19 11 0
Lampmen	T	4	98·4	0 8 11	16 14 10
Cartmen	T	34	92·5	0 8 5	14 4 10
Gunnybag Repairers.. ..	T	2	100·0	0 6 2	10 0 0
Warehousemen	T	9	92·7	0 11 0	16 8 11
Watermen	T	4	97·4	0 6 4	11 0 11
Sweepers—Men	T	73	95·2	0 7 11	12 6 4
,, Women	T	14	93·4	0 5 9	9 0 2

TABLE No. VIII.

Average Earnings and Attendance in the Textile Cotton Industry in the Poona, Nasik and Ahmednagar Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Head Jobbers—Spinning Side ..	T	1	100·0	2 14 2	75 0 0
„ Weaving Side ..	P	13	90·2	2 11 8	64 0 8
Jobbers—Spinning Side ..	T	10	93·5	1 7 6	35 11 4
„ Weaving Side ..	T	9	93·2	1 10 6	40 2 1
Fancy Jobbers	T	2	94·2	2 0 3	49 6 6
Humidifier Attendants ..	T	1	96·2	1 11 1	42 6 0
Erector Fitters	T	1	96·2	1 15 4	49 0 0
Opener Attendants	T	3	97·4	0 10 8	16 15 0
Single Machine Scutcher Tenters.	T	3	71·8	0 10 3	11 15 0
Willowmen	T	2	88·5	0 11 1	15 14 6
Strippers	T	4	74·0	0 13 0	15 10 3
Grinders	T	2	94·2	0 12 10	19 10 0
Lap Carriers	T	2	96·2	0 10 0	15 10 0
Carding Machine Attendants, Standard System.	T	6	88·5	0 9 3	13 3 10
Fly Collectors	T	1	96·2	0 10 0	15 10 0
One Head Drawing Tenters ..	T	12	95·8	0 14 1	21 15 4
Slubbing Tenters without Back Tenters.	T	1	57·7	0 10 0	9 6 0
„ „ ..	P	4	87·5	0 15 0	21 4 9
Single Side Inter Tenters ..	P	8	90·9	0 15 6	22 13 11
Roving Tenters doing their own Creeling.	P	21	91·9	0 15 3	22 12 1
Creelers	T	3	80·8	0 9 5	12 6 4
Doffers—Men	T	67	85·8	0 7 7	10 8 7
„ Women	T	1	65·4	0 7 4	7 13 0
Wrapping Boys	T	1	100·0	0 9 3	15 0 0
Single Side Siders—Men ..	T	90	80·7	0 12 7	16 8 1
„ Women ..	T	8	79·3	0 12 3	15 13 5
Double Side Siders	T	13	84·0	1 2 3	24 14 7
Roller Coverers	T	2	98·1	0 15 4	24 8 0
Tubular Banders	T	2	84·6	0 10 8	14 10 6
Reelers—Women	P	20	91·7	0 6 0	8 15 2
Yarn and Cheese Dyers ..	T	7	85·7	0 11 7	16 1 10
Bundle Wrappers	T	1	15·4	0 13 6	....*
Grey Winders—Women ..	P	53	89·2	0 7 4	10 9 6
Colour Winders—Women ..	P	25	92·2	0 9 5	14 1 5
Pirn Winders	T	4	94·2	0 8 3	12 10 3
Warpers	P	9	91·9	1 5 8	32 5 11
Front Sizers	T	4	86·5	2 1 0	46 7 3
Back Sizers	T	4	63·5	1 0 1	....*
Sizing Mixers	T	3	78·2	0 10 2	12 14 0
Drawers-In	P	9	96·2	1 4 7	32 2 0
Reachers	P	9	96·2	0 9 7	14 15 7
One-Loom Weavers, Ordinary Plains and Greys.	P	9	87·6	0 8 9	12 7 3
Two-Loom Weavers ..	P	269	90·7	1 4 10	30 10 6

*Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. VIII—*concld.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives—concld.					
Beam Carriers	T	4	73·1	0 12 0	....*
Cutlookers	T	3	91·0	0 13 2	19 7 0
Folders	T	11	89·9	0 11 11	17 5 9
Pieces Stitchers	T	3	67·9	0 11 3	....*
Cutters	T	1	84·6	0 12 3	16 14 0
Cloth Bundlers	T	3	96·2	0 12 3	19 1 4
Stampers	T	3	98·7	0 13 11	22 4 8
Coolies—Men	T	31	95·3	0 10 6	16 3 6
„ Women	T	9	80·8	0 5 0	6 9 0
Workers in Occupations Common to all Factories.					
General Maistries	T	1	100·0	2 0 0	52 0 0
Oil Engine Drivers	T	2	98·1	1 1 11	28 9 0
Boiler Attendants—1st Class ..	T	1	100·0	1 14 9	50 0 0
Firemen	T	3	100·0	1 2 3	29 10 8
Oilmen	T	9	92·3	0 12 7	18 14 5
Ropemen	T	1	100·0	1 5 9	35 6 0
Ordinary Wiremen	T	1	100·0	1 14 9	50 0 0
Hoistmen	T	1	96·2	0 10 6	16 6 0
Ordinary Moulders	T	1	46·2	1 14 0	....*
Superior Machinists	T	1	100·0	2 3 5	57 8 0
Ordinary Machinists ..	T	2	98·1	1 7 9	37 14 6
Ordinary Blacksmiths ..	T	1	100·0	1 14 0	48 12 0
Hammermen	T	1	100·0	0 12 0	19 8 0
Tinsmiths	T	1	100·0	1 8 0	39 0 0
Superior Fitters	T	2	98·1	2 1 0	52 10 0
Ordinary Fitters ..	T	3	96·2	1 9 2	39 4 4
Motor and Lorry Drivers ..	T	1	96·8	1 4 8	38 11 0
Superior Carpenters ..	T	1	100·0	2 10 8	69 5 0
Ordinary Carpenters ..	T	3	93·6	1 5 8	32 15 8
Masons	T	3	96·2	2 0 2	50 4 0
Mochis	T	2	98·1	0 13 6	21 9 0
Packers, Wrappers and Labellers.	T	2	96·2	0 9 4	14 9 6
Muccadams	T	1	100·0	0 15 5	25 0 0
Nawghanies	T	5	85·4	0 12 3	17 0 7
Mechanics' Assistants ..	T	10	88·5	0 10 0	14 6 6
Fire Brigademen	T	1	88·5	0 14 0	20 2 0
Jamadars	T	2	95·2	0 13 5	24 11 6
Watchmen	T	9	97·8	0 11 1	20 15 9
Washermen	T	8	94·7	1 2 6	28 7 6
Cartmen	T	7	99·5	0 9 0	17 5 9
Warehousemen	T	1	92·3	0 13 7	20 5 0
Sweepers—Men	T	6	94·9	0 8 10	13 10 8
„ Women	T	7	88·5	0 5 6	7 14 2

*Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. IX.

Average Earnings and Attendance in the Textile Cotton Industry in the Sholapur City Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Head Jobbers—Spinning Side ..	T	7	97·8	2 3 2	55 13 6
" " " ..	P	14	98·6	3 13 11	100 6 5
" Weaving Side ..	T	8	84·1	2 3 5	48 6 10
" " " ..	P	13	92·7	4 12 1	115 8 5
Jobbers—Spinning Side ..	T	55	96·1	1 2 7	29 3 7
" " " ..	P	108	93·5	1 11 2	41 10 2
" Weaving Side ..	T	62	92·3	1. 8 4	36 12 8
" " " ..	P	195	89·4	2 3 8	51 15 8
Fancy Jobbers	T	7	94·5	1 15 3	47 15 2
" "	P	8	79·8	2 1 1	42 14 5
Humidifier Attendants ..	T	30	87·8	0 10 4	14 11 2
Erector Fitters	T	13	92·0	1 14 9	45 15 5
" "	P	5	96·9	2 6 6	60 9 7
Opener Attendants—Men ..	T	64	87·0	0 8 8	12 6 2
" " ..	P	8	84·1	0 9 11	13 8 8
" Women ..	T	13	91·7	0 6 10	10 3 9
Intermen	T	3	94·8	0 9 3	14 9 9
"	P	10	90·0	0 9 11	14 8 7
Single Machine Scutcher Tenters	T	45	87·9	0 9 7	13 12 10
" " " " ..	P	11	93·4	0 9 10	14 15 7
Willowmen	T	21	94·0	0 8 8	13 4 10
Thread Extractors	T	17	91·9	0 8 10	13 3 1
Strippers	T	45	88·2	0 9 8	13 15 6
Grinders	T	11	81·3	0 11 0	14 11 8
Strippers and Grinders ..	T	40	95·6	0 9 7	14 13 5
Flat Grinders	T	7	95·6	0 10 9	16 11 0
Lap Carriers	T	49	89·3	0 8 11	13 0 9
Carding Machine Attendants, Standard System—Men.	T	103	89·3	0 8 4	12 3 2
" Women ..	T	2	96·2	0 9 5	14 12 5
Fly Collectors	T	27	88·1	0 8 9	12 10 0
Silver Lap Machinemen ..	T	2	96·2	0 11 5	17 12 6
Ribbon Lap Machinemen ..	T	1	11·5	0 13 8	....*
Comber Tenters	T	3	60·3	0 9 10	....*
" "	P	3	93·6	1 3 4	29 6 9
Needlers	T	3	78·2	0 13 6	17 1 9
Combing Can Boys	T	1	7·7	0 8 6	....*
One Head Drawing Tenters—Men	T	9	88·2	0 9 3	13 7 7
" " " " "	P	257	85·7	0 11 2	15 11 0
" " " " Women	P	4	89·4	0 11 3	16 5 0
Slubbing Tenters with Back Tenters.	P	3	97·4	0 12 3	19 5 4
Slubbing Tenters without Back Tenters.	T	7	89·7	0 9 2	13 8 6
" " ..	P	85	86·3	0 12 11	18 3 10
Single Side Inter Tenters ..	T	13	81·3	0 9 2	12 4 8
" " ..	P	166	87·0	0 11 4	16 2 0

* Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. IX—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives—contd.				Rs. a. p.	Rs. a. p.
Roving Tenters not doing Creeling	T	7	70·3	0 9 1	....*
" " " ..	P	12	86·5	0 10 5	14 11 3
Roving Tenters doing their own Creeling.	T	118	88·0	0 10 10	15 7 2
" " ...	P	123	86·8	0 10 1	14 8 1
Double Roving Tenters doing Creeling.	T	9	93·6	0 15 1	22 15 1
Creelers	T	44	80·2	0 8 2	10 11 6
Doffers—Men	T	1,183	88·6	0 7 6	10 13 4
" Women	T	22	87·6	0 7 5	10 8 0
" Children	T	408	90·2	0 4 3	6 6 11
Wrapping Boys	T	14	95·9	0 9 1	14 1 8
Single Side Siders—Men ..	T	1,381	91·5	0 9 8	14 7 1
" " " " ..	P	214	87·8	0 10 4	15 4 11
" " " Women ..	T	58	90·2	0 11 1	16 4 6
" " " " ..	P	3	74·1	0 11 8	....*
Double Side Siders—Men ..	T	35	91·3	0 13 9	20 7 3
" " " Women ..	T	1	96·2	0 15 8	24 6 9
Tarwallas—Men	T	386	91·7	0 8 2	12 5 10
" Women	T	20	90·1	0 8 4	12 4 11
Doubling Tenters	T	80	92·3	0 9 7	14 8 4
" "	P	9	94·9	0 15 10	24 6 3
Roller Coverers	T	26	94·3	0 12 9	19 11 6
Tubular Banders	T	7	97·3	0 12 3	19 15 3
" "	P	6	85·4	1 2 5	25 13 9
Spinners (Mule Spinning) ..	T	5	86·2	0 12 11	18 0 9
Side Piecers (Mule Spinning) ..	T	4	97·1	0 12 10	20 3 5
Threads' Counters ..	T	2	100·0	0 8 9	14 2 6
Reelers—Women	T	36	87·2	0 7 0	9 15 4
" "	P	1,413	92·1	0 5 10	8 14 5
Yarn Leasers and Dressers ..	P	7	92·3	0 6 9	10 1 11
Kiermen	T	8	99·5	0 11 10	19 5 6
Yarn Bleachers	T	19	94·3	0 10 11	16 11 7
Hydro Extractor Men ..	T	16	90·6	0 11 6	16 14 10
Yarn Drying Stovers ..	T	30	92·1	0 10 6	15 11 6
Yarn and Cheese Dyers ..	T	147	93·6	0 9 8	14 12 2
Yarn Polishers	T	4	91·3	0 9 9	14 7 11
Yarn Mercerisers	T	3	80·8	0 8 7	11 4 4
Knotters—Men	T	2	90·4	0 10 9	15 12 6
" "	P	12	92·8	0 10 8	16 6 8
" Women	T	28	91·9	0 8 10	13 2 5
Bundle Wrappers	T	2	100·0	0 7 9	12 9 0
" "	P	7	91·4	0 7 5	11 3 6
Baling Markers	T	13	96·2	0 9 6	14 14 5
Bundling Pressmen	T	1	100·0	0 11 11	19 5 0
" "	P	18	95·8	0 11 0	17 6 5
Grey Winders—Men	T	1	96·2	0 6 5	10 0 0
" " Women ..	T	59	96·3	0 6 5	10 6 4
" " " ..	P	1,058	88·5	0 5 6	8 0 6
Colour Winders—Women ..	T	4	100·0	0 6 0	9 12 0
" " " ..	P	580	89·9	0 6 3	9 5 2

* Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. IX—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives—concld.					
Pirn Winders—Men ..	T	45	93·3	0 8 9	13 12 0
„ „ „ ..	P	269	90·1	0 9 6	13 14 3
„ „ Women ..	P	92	92·7	0 8 9	13 2 10
Warpers	T	2	73·1	0 14 10	....*
„	P	82	90·3	1 9 2	37 3 0
Warping Creelers	T	45	80·7	0 9 1	12 0 3
Front Sizers	T	44	88·3	1 9 11	37 7 4
Back Sizers	T	41	82·7	0 14 4	19 6 8
Sizing Mixers	T	29	93·3	0 9 8	14 12 4
Drawers-In	P	71	80·7	1 4 11	27 10 11
Reachers	P	67	73·6	0 10 9	12 15 5
Weft Distributors ..	T	7	91·2	0 10 4	15 5 6
One-Loom Weavers—Ordinary Plains and Greys.	P	257	87·1	0 11 3	16 0 3
One-Loom Weavers—Dobbies ..	P	412	86·8	0 10 11	15 10 6
„ „ Jacquards and Blankets	P	41	61·9	1 0 6	17 1 7
Two-Loom Weavers	P	2,439	87·1	1 5 4	30 5 3
Four-Loom Weavers	P	3	97·4	3 7 4	87 9 4
Reed Makers	T	2	66·7	0 10 5	....*
Heald Knitters	T	2	66·7	0 9 1	....*
„ „	P	1	50·0	1 2 5	....*
Ends and Staples Fixers ..	T	5	87·4	0 8 8	12 12 8
Colour Men	T	2	84·6	0 11 3	15 6 8
Heald and Reed Repairers ..	T	14	93·4	0 9 7	14 9 9
Beam Carriers	T	38	86·0	0 11 7	16 3 3
Jiggers	T	10	87·7	0 10 7	15 1 3
Bleach Croft Machine Minders ..	T	8	91·3	0 9 6	14 2 2
Manglers	T	3	96·3	0 9 3	14 15 5
Padding Machinemen ..	T	4	89·4	0 8 11	13 0 0
Platers	T	16	90·9	0 9 9	14 6 10
Starch Manglers	T	7	97·3	0 9 6	15 1 0
Scutcher Machinemen ..	T	2	90·4	0 10 3	15 0 8
Drying Machinemen	T	7	89·0	0 9 0	12 15 4
Clip or Hot Air Stenters ..	T	26	90·1	0 9 6	13 15 1
Cloth Mercerisers	T	3	87·2	0 8 9	12 6 9
Front Calendarmen	T	9	91·9	0 9 6	14 3 3
Back Calendarmen	T	14	92·1	0 8 10	13 6 8
Calender Stitchers	T	18	97·4	0 9 1	14 6 2
Cutlookers	T	32	90·5	0 9 9	14 6 4
Folders—Men	T	152	94·6	0 9 6	14 11 1
„ Women ..	T	12	94·9	0 7 0	10 12 11
Pieces Stitchers—Men ..	T	16	94·0	0 8 6	12 15 3
„ „ Women ..	T	9	94·9	0 5 8	8 11 0
Cutters	T	6	82·7	0 9 11	13 5 0
Cloth Bundlers—Men ..	T	17	89·1	0 7 3	10 8 3
„ „ Women ..	T	5	97·7	0 5 7	8 14 7
Baling Pressmen	T	27	94·9	0 9 2	14 1 9
Stampers	T	23	96·2	0 9 8	15 2 9
Coolies—Men	T	896	90·6	0 9 1	13 9 9
„ Women	T	298	93·6	0 5 5	8 6 3

* Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. IX—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Workers in Occupations common to all Factories.				Rs. a. p.	Rs. a. p.
General Maistries	T	8	100·0	3 2 6	82 0 11
Steam Engine Drivers ..	T	8	100·0	1 9 7	41 14 11
Oil Engine Drivers	T	1	100·0	3 4 3	84 14 0
Boiler Attendants— 1st Class ..	T	10	99·6	1 9 5	44 5 10
,, ,, 2nd Class ..	T	2	98·1	0 14 1	22 6 5
Engine, Boiler and Machine Cleaners.	T	28	91·3	0 9 11	14 15 7
Firemen	T	65	91·6	0 15 1	22 10 2
Pumpmen	T	31	94·0	0 11 6	17 15 8
Water Softeners	T	1	100·0	0 9 10	15 15 0
Oilmen	T	198	93·4	0 10 11	16 11 2
,, ...	P	17	95·3	0 13 8	21 3 1
Ropemen	T	34	94·9	0 13 6	20 13 3
Electric Motormen	T	6	92·3	0 12 1	18 1 7
Ordinary Turbine Drivers ..	T	6	98·9	1 7 4	41 12 6
Ordinary Switch Board Attendants.	T	11	91·8	1 2 9	29 14 3
Ordinary Armature Winders ..	T	1	84·6	1 12 8	39 5 9
All-round Electricians ..	T	6	98·7	1 13 9	47 11 5
Superior Wiremen	T	1	100·0	2 1 8	56 14 0
Ordinary Wiremen	T	16	86·4	1 3 5	28 0 1
Ordinary Electrical Fitters ..	T	4	98·1	1 4 2	32 1 5
Hoistmen	T	17	90·5	0 9 7	14 3 2
Truckmen	T	30	90·1	0 11 2	16 5 0
Pattern Makers	T	2	100·0	1 10 3	42 10 6
Superior Moulders	T	1	19·2	2 5 9	....*
Ordinary Moulders	T	13	75·7	1 5 6	26 10 2
Superior Machinists	T	3	100·0	2 1 6	55 13 4
Ordinary Machinists.. ..	T	26	89·1	1 3 9	28 13 2
Welders	T	3	97·5	2 14 4	74 4 3
Ordinary Blacksmiths ..	T	19	89·1	1 6 3	32 5 10
Hammermen	T	18	94·7	0 11 7	17 15 11
Tinsmiths	T	14	96·7	1 7 4	36 13 0
Superior Fitters	T	11	96·6	2 9 2	65 11 7
Ordinary Fitters	T	102	93·0	1 3 9	30 0 2
Motor and Lorry Drivers ..	T	12	95·3	1 3 9	33 0 3
Motor Cleaners	T	1	100·0	0 9 1	17 10 0
Glaziers	T	2	94·2	1 3 4	29 10 6
Glass Cutters or Grinders ..	T	2	100·0	0 11 2	18 3 3
Ordinary Painters	T	9	85·9	1 0 4	22 12 2
Ordinary Carpenters.. ..	T	58	94·2	1 2 8	28 10 11
Saw Bench Attendants ..	T	2	100·0	0 13 7	22 0 8
Polishers	T	1	92·3	1 5 0	31 7 9
Masons	T	22	88·8	1 4 4	29 6 3
Tile Turners	T	1	92·3	0 14 5	21 10 3
Mochis	T	39	94·6	0 10 9	16 10 11
Measurers	T	2	98·1	0 9 9	15 9 3
Weighers	T	23	97·2	0 10 1	15 14 7
,, ...	P	2	73·1	0 8 3	....*
Packers, Wrappers and Labellers—					
Men	T	1	92·3	0 8 4	12 8 0
Women	T	22	90·6	0 8 2	12 0 6

* Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. IX—*concld.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Workers in Occupations common to all Factories—concld.				Rs. a. p.	Rs. a. p.
Superior Apprentices ..	T	7	79·7	1 7 2	....*
Ordinary Apprentices ..	T	11	93·0	1 5 7	32 9 3
Ticket Boys	T	31	92·2	0 10 1	16 14 3
Muccadams	T	62	96·1	0 14 0	22 1 3
Naikins	T	47	89·1	0 11 0	16 1 5
Nawghanies	T	197	94·0	0 10 6	16 3 5
Mechanics' Assistants ..	T	76	88·7	0 9 10	14 3 8
Fire Brigademen	T	11	96·5	0 9 7	15 1 2
Jamadars	T	15	97·8	0 13 4	24 10 5
Watchmen	T	176	91·2	0 9 3	15 15 10
Washermen	T	1	100·0	0 8 9	14 3 6
Errand Boys	T	3	96·8	0 4 6	8 6 6
Cartmen	T	11	98·8	0 7 5	13 9 4
Gunnybag Sewers	T	1	96·2	0 10 0	15 9 9
Warehousemen	T	94	92·5	0 10 3	15 6 3
Watermen	T	7	94·3	0 7 10	12 11 7
Sweepers—Men	T	31	94·0	0 9 6	15 13 0
„ Women	T	199	94·4	0 5 2	8 1 9

* Omitted owing to low percentage attendance aand small number of workers returned.

TABLE No. X.

Average Earnings and Attendance in the Textile Cotton Industry in the Sholapur and Satara Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Head Jobbers—Spinning Side ..	T	7	98·9	1 13 1	48 8 11
„ „ „ ..	P	3	100·0	1 9 7	43 2 6
„ Weaving Side ..	T	1	96·2	2 5 2	58 1 0
„ „ „ ..	P	2	100·0	2 1 1	55 12 2
Jobbers—Spinning Side ..	T	30	93·8	0 12 8	19 15 11
„ „ „ ..	P	3	91·4	1 2 11	29 2 4
„ Weaving Side ..	T	13	85·1	1 0 5	23 6 6
„ „ „ ..	P	13	84·0	1 5 10	30 15 1
Humidifier Attendants ..	T	1	100·0	0 12 3	20 10 0
Erector Fitters	T	5	84·4	1 9 6	36 6 2
Opener Attendants	T	8	90·7	0 6 11	10 8 7
Intermen	T	5	93·3	0 6 6	10 3 5
Single Machine Scutcher Tenters.	T	10	89·3	0 6 7	9 13 9
Willowmen	T	4	100·0	0 6 5	10 12 11
Thread Extractors	T	3	90·1	0 6 8	10 2 6
Strippers	T	11	92·3	0 6 11	10 11 5
Grinders	T	3	100·0	0 7 11	13 5 2
Flat Grinders	T	1	100·0	0 10 3	17 4 0
Lap Carriers	T	6	87·7	0 6 7	9 12 5
Carding Machine Attendants, Standard System.	T	11	81·8	0 5 6	7 10 0
Fly Collectors	T	2	92·6	0 5 9	9 0 0
One Head Drawing Tenters ..	P	31	83·5	0 7 7	10 10 3
Slubbing Tenters with Back Tenters.	P	8	77·3	0 8 7	11 2 11
Slubbing Tenters without Back Tenters.	P	3	87·7	0 6 3	9 3 7
Single Side Inter Tenters ..	P	24	80·1	0 7 7	10 4 4
Roving Tenters doing their own Creeling.	P	37	80·1	0 7 1	9 8 6
Double Roving Tenters doing Creeling.	P	5	82·2	0 13 1	18 2 7
Creelers	T	13	63·8	0 6 0	6 7 9
Doffers—Men	T	130	86·0	0 4 0	5 13 9
„ Women	T	17	93·0	0 4 3	6 9 10
„ Children	T	74	88·8	0 2 5	3 10 1
Wrapping Boys	T	2	100·0	0 5 2	8 10 5
Single Side Siders	T	214	86·8	0 7 2	10 7 4
„ „ „ ..	P	2	85·2	0 9 1	13 0 6
Tarwallas—Men	T	78	87·9	0 5 2	7 10 5
„ Women	T	4	96·3	0 5 2	8 6 9
Doubling Tenters	T	4	88·9	0 9 1	13 10 6
Roller Coverers	T	4	100·0	0 13 11	23 8 5
Tubular Banders	T	3	88·9	0 7 7	11 5 10
Reelers—Women	P	303	84·8	0 4 6	6 6 1
Knotters	T	4	96·3	0 9 7	15 9 2
Bundle Wrappers	T	3	93·8	0 6 2	9 11 11
Baling Markers	T	4	89·8	0 5 10	8 13 11

TABLE No. X—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives—concld.					
Bundling Pressmen	T	4	99·1	0 10 5	17 7 2
Grey Winders—Men ..	P	13	58·1	0 8 0	....*
,, Women ..	P	52	83·2	0 3 4	4 11 0
Colour Winders—Men ..	P	20	88·1	0 6 1	8 12 2
,, Women ..	P	8	73·6	0 5 0	6 3 8
,, Children ..	P	17	93·7	0 5 4	8 1 11
Pirn Winders	P	5	85·4	0 5 10	8 1 1
Warpers	T	1	100·0	0 11 1	18 0 0
,, ...	P	10	77·6	1 3 11	25 13 9
Warping Creelers	T	5	83·0	0 5 11	8 4 10
Front Sizers	T	4	85·2	1 5 10	31 6 8
Back Sizers	T	4	73·1	0 10 3	12 10 1
Sizing Mixers	T	3	90·1	0 8 5	12 12 1
Drawers-In	P	10	81·3	0 7 10	10 10 11
Reachers	T	8	77·8	0 4 7	5 15 11
Weft Distributors	T	4	90·7	0 5 7	8 9 0
One-Loom Weavers—Dobbies ..	P	95	79·2	0 8 9	11 7 2
Two-Loom Weavers ..	P	207	74·1	0 12 5	15 8 0
Colour Men	T	5	88·1	0 7 4	10 15 3
Heald and Reed Repairers ..	T	1	77·8	0 7 9	10 2 9
Beam Carriers	T	6	84·0	0 10 0	14 2 6
Loom Cleaners	T	2	90·7	0 6 7	10 2 3
Front Calendarmen	T	2	83·3	0 6 7	9 5 0
Back Calendarmen	T	1	100·0	0 6 8	11 3 3
Calendar Stitchers	T	2	64·8	0 8 1	....*
Cutlookers	T	3	76·5	0 11 4	14 9 10
Folders	T	15	83·6	0 7 3	10 3 7
Cloth Bundlers	T	4	86·1	0 7 2	10 7 5
Hoop Makers and Cutters ..	T	2	77·8	0 7 4	9 9 3
Baling Pressmen	T	1	100·0	0 9 11	16 12 9
Stampers	T	2	70·4	0 9 1	10 12 2
Coolies—Men	T	95	88·4	0 7 2	10 10 5
,, Women	T	66	88·5	0 4 2	6 3 1
,, ,, ...	P	3	84·6	0 5 1	7 0 0
Workers in Occupations common to all factories.					
Steam Engine Drivers ..	T	4	100·0	0 15 7	26 4 5
Oil Engine Drivers	T	2	88·9	0 9 6	14 4 9
Gas Engine Drivers	T	2	92·3	1 3 6	29 3 9
Boiler Attendants: 1st Class ..	T	2	100·0	2 13 0	76 0 0
,, ,, 2nd Class ..	T	1	100·0	1 3 1	32 2 9
Engine, Boiler and Machine Cleaners.	T	6	84·0	0 6 9	9 8 5
Firemen	T	8	91·2	1 1 2	26 6 1
Stokers	T	2	94·4	0 13 1	20 13 9
Pumpmen	T	9	99·6	0 8 4	13 15 0
Air Compressor Operators ..	T	3	98·8	0 12 2	20 4 4
Oilmen	T	27	92·9	0 8 2	12 11 11
,, ...	P	2	96·3	0 11 5	18 7 9

*Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. X—*concld.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Workers in Occupations common to all factories—concld.				Rs. a. p.	Rs a. p.
Ropemen	T	11	91·2	0 10 3	15 13 2
Ordinary Wiremen	T	2	66·7	0 15 6	....*
Ordinary Electrical Fitters ..	T	1	100·0	0 10 3	17 3 9
Ordinary Moulders	T	4	93·5	0 14 0	22 1 4
Ordinary Machinists ..	T	7	92·1	0 13 7	21 1 11
Welders	T	1	100·0	1 7 8	40 0 0
Ordinary Blacksmiths ..	T	3	96·3	1 0 2	26 4 2
Tinsmiths	T	3	97·5	0 14 6	23 12 10
Ordinary Fitters	T	8	80·6	0 15 0	20 6 10
Motor and Lorry Drivers ..	T	4	100·0	0 14 8	27 4 0
Motor Cleaners	T	1	100·0	0 6 2	12 0 0
Ordinary Carpenters ..	T	12	91·3	1 1 1	26 3 2
Masons	T	2	59·6	1 0 11	16 6 0
Packers, Wrappers and Labellers .	T	1	100·0	1 0 7	27 0 0
Ordinary Apprentices ..	T	20	52·6	0 5 0	4 6 9
Ticket Boys	T	1	93·5	0 5 6	10 0 0
Muccadams	T	1	100·0	0 12 10	21 10 6
Naikins	T	10	96·7	0 8 0	13 1 6
Nawghanies	T	18	96·1	0 7 11	12 12 11
Mechanics' Assistants ..	T	20	92·0	0 7 6	11 11 1
Jamadars	T	3	100·0	0 10 0	19 5 4
Watchmen	T	23	81·9	0 7 6	11 14 3
Cartmen	T	8	100·0	0 8 2	13 12 0
Gunny Bag Repairers ..	T	2	83·3	0 7 10	11 0 6
Warehousemen	T	2	96·8	0 10 3	19 3 6
Watermen	T	1	96·2	0 2 7	4 0 6
Sweepers—Men	T	6	97·5	0 4 5	7 5 2
„ Women	T	19	95·5	0 3 3	5 3 6

* Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. XI.

Average Earnings and Attendance in the Textile Cotton Industry in the Belgaum, Dharwar, Bijapur and Kanara Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives.				Rs. a. p.	Rs. a. p.
Head Jobbers—Spinning Side ..	T	4	100·0	3 14 6	103 9 4
Weaving Side ..	T	3	100·0	2 6 2	62 1 2
Jobbers—Spinning Side ..	T	38	95·4	1 3 7	31 0 9
" " ..	P	23	93·2	1 8 11	37 3 0
Weaving Side ..	T	14	87·9	0 13 8	19 8 1
" " ..	P	6	76·3	1 11 7	34 3 8
Humidifier Attendants ..	T	5	97·0	0 12 3	20 0 4
Erector Fitters	T	7	94·0	2 11 1	66 2 5
Opener Attendants—Men ..	T	36	90·4	0 7 7	11 5 2
" ..	P	2	98·1	0 6 3	10 5 5
Women ..	T	6	91·7	0 5 1	7 9 8
Intermen	T	8	98·6	0 9 9	16 1 5
"	P	4	85·2	0 6 4	9 2 5
Single Machine Scutcher Tenters .	T	25	94·7	0 9 5	14 12 5
" " " " ..	P	11	90·2	0 6 10	10 6 11
Willowmen	T	11	99·0	0 9 5	15 10 1
Thread Extractors—Men ..	T	10	97·0	0 9 1	14 12 5
Women ..	T	4	97·1	0 5 0	7 15 6
Strippers	T	31	96·4	0 8 10	14 1 10
Grinders	T	10	97·4	0 12 5	20 1 9
Strippers and Grinders ..	T	10	93·0	0 7 1	11 1 10
Lap Carriers	T	22	92·3	0 8 9	13 7 0
Carding Machine Attendants, Standard System.	T	92	92·4	0 7 10	12 0 3
Fly Collectors	T	4	84·6	0 7 1	9 11 11
One Head Drawing Tenters ..	T	46	90·7	0 6 2	9 2 2
" " " " ..	P	110	96·5	0 12 7	20 7 10
Slubbing Tenters without Back Tenters.	P	47	95·5	0 13 0	20 13 1
Single Side Inter Tenters ..	P	81	91·5	0 11 11	18 3 2
Roving Tenters not doing Creeling	T	1	92·6	0 5 2	8 1 0
Roving Tenters doing their own Creeling.	T	6	91·0	0 7 10	11 9 8
Roving Tenters doing their own Creeling.	P	156	93·2	0 11 0	17 2 6
Creelers	T	7	84·1	0 6 0	8 3 2
Doffers—Men	T	730	81·4	0 5 1	6 15 3
Women	T	112	84·3	0 4 2	5 13 5
Children	T	37	85·3	0 2 0	2 14 1
Wrapping Boys	T	9	89·6	0 8 8	13 1 0
Single Side Siders—Men ..	T	500	89·1	0 7 11	11 12 11
" ..	P	54	82·0	0 7 1	9 13 0
Women ..	T	155	86·8	0 7 10	11 7 1
" ..	P	50	87·3	0 7 2	10 8 9
Tarwallas—Men	T	115	82·8	0 6 0	8 2 5
Women ..	T	40	77·5	0 5 6	7 1 6
Doubling Tenters	T	16	89·6	0 9 0	13 10 1
Doubling Winders—Women ..	P	52	89·2	0 6 11	9 9 11
Roller Coverers	T	13	98·8	0 13 7	22 5 7
Tubular Banders	T	3	88·9	0 10 0	14 15 7

TABLE No. XI—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives—concld.				Rs. a. p.	Rs. a. p.
Engine Piecers	T	3	100·0	0 10 0	16 13 2
Side Piecers	T	16	98·4	0 8 11	14 13 1
Reelers—Women	T	57	83·7	0 6 0	8 7 10
,, ...	P	1,058	90·7	0 8 0	11 9 11
Yarn Leasers and Dressers ..	T	59	96·3	0 11 8	18 12 3
Yarn and Cheese Dyers ..	T	3	78·2	0 9 1	11 9 3
Knotters	T	4	85·6	0 10 0	13 14 9
Bundle Wrappers	T	10	98·5	0 6 10	11 5 1
Baling Markers	T	9	87·6	0 7 7	11 2 6
Bundling Pressmen	T	12	90·0	0 10 4	15 8 9
Grey Winders—Women ..	T	5	92·3	0 4 0	5 15 10
,, ..	P	52	83·0	0 4 7	6 2 11
Pirn Winders—Women ..	P	6	63·5	0 2 11	....*
Warpers	P	15	83·8	0 7 8	10 7 11
Front Sizers	T	6	85·9	0 13 6	18 14 4
Back Sizers	T	4	89·4	0 9 1	13 3 7
Sizing Mixers	T	5	89·2	0 7 1	10 4 7
Drawers-In	P	12	73·4	0 10 9	12 12 9
Reachers	T	8	75·5	0 4 1	5 0 3
Weft Distributors	T	6	77·6	0 7 1	8 15 1
One-Loom Weavers, Ordinary Plains and Greys.	P	15	64·1	0 4 7	4 11 9
Two-Loom Weavers—Men ..	P	258	81·5	0 10 6	13 15 3
Women ..	P	7	69·8	0 6 5	7 3 11
Four-Loom Weavers.. ..	P	3	91·0	1 5 10	32 4 6
Heald and Reed Repairers ..	T	1	100·0	0 5 0	8 2 0
Beam Carriers	T	4	88·5	0 12 1	17 6 9
Jiggers	T	7	78·6	0 8 6	10 12 10
Starch Manglers	T	2	96·2	0 8 2	12 11 2
Drying Machinemen ..	T	3	94·9	0 8 5	12 15 7
Clip or Hot Air Stenters ..	T	2	90·4	0 7 4	10 11 8
Front Calendarmen	T	2	73·1	0 8 3	....*
Back Calendarmen	T	2	88·5	0 9 9	14 0 0
Cutlookers	T	6	87·2	0 7 11	11 4 4
Folders	T	13	87·0	0 7 5	10 8 3
Pieces Stitchers	T	1	92·3	0 8 0	12 0 0
Cutters	T	2	96·2	0 9 10	15 5 0
Stampers	T	2	76·9	0 8 10	11 0 11
Coolies—Men	T	203	90·3	0 7 11	11 13 1
Women	T	157	94·7	0 4 11	7 12 2
,, ...	P	48	81·2	0 3 6	4 13 4
Workers in Occupations common to all factories.					
General Maistries	T	1	100·0	2 12 5	75 0 0
Steam Engine Drivers ..	T	2	100·0	0 12 5	21 0 0
Oil Engine Drivers	T	2	98·1	0 14 8	23 13 6
Boiler Attendants: 1st Class ..	T	2	100·0	2 10 0	68 4 0
,, ,, 2nd Class ..	T	2	100·0	2 11 9	72 8 0
Engine and Boiler Cleaners ..	T	8	80·3	0 7 9	10 1 6
Firemen	T	32	91·6	0 11 0	16 11 1
Pumpmen	T	3	92·5	0 9 8	14 14 3

* Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. XI—*concld.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Workers in Occupations common to all factories—concld.				Rs. a. p.	Rs. a. p.
Filtermen	T	2	100·0	0 11 0	18 10 0
Air Compressor Operators ..	T	1	100·0	1 5 11	37 0 0
Oilmen	T	62	93·4	0 9 10	15 4 11
,, ...	P	16	90·4	1 2 6	26 11 3
Ropemen	T	12	81·8	0 12 7	16 11 7
Electric Motormen	T	9	95·1	0 12 2	19 8 9
Superior Turbine Drivers ..	T	1	100·0	4 7 1	120 0 0
Ordinary Turbine Drivers ..	T	4	92·6	2 5 2	58 0 8
Turbine Cleaners	T	9	93·8	0 11 9	18 9 4
Ordinary Armature Winders ..	T	1	88·9	1 9 5	38 2 3
All-Round Electricians ..	T	4	94·4	1 8 8	39 4 2
Ordinary Wiremen	T	3	84·8	0 15 4	21 6 4
Ordinary Electrical Fitters ..	T	1	100·0	1 13 6	48 0 0
Assistant Cranemen and Slingers.	T	1	96·2	0 9 8	15 1 0
Patternmakers	T	3	93·8	1 11 2	43 0 6
Ordinary Moulders	T	9	89·6	0 12 8	18 15 7
Chippers	T	1	92·3	0 12 0	18 0 0
Superior Machinists	T	1	19·2	2 3 2	....*
Ordinary Machinists ..	T	12	96·9	1 2 9	30 1 8
Drillers	T	1	84·6	0 13 0	17 14 0
Welders	T	2	94·4	1 2 5	29 6 0
Hydraulic Pressmen ..	T	2	100·0	0 14 6	24 8 0
Ordinary Blacksmiths ..	T	6	88·1	1 1 3	25 3 5
Hammermen	T	6	83·6	0 8 11	12 5 3
Tinsmiths	T	7	90·3	1 3 8	29 5 9
Solderers	T	2	98·1	0 9 4	15 7 2
Superior Fitters	T	2	68·5	2 7 11	46 2 2
Ordinary Fitters	T	51	90·2	0 15 2	22 10 9
Motor and Lorry Drivers ..	T	4	91·5	1 2 1	27 6 4
Motor Cleaners	T	1	100·0	0 9 7	16 2 6
Ordinary Painters	T	2	92·6	0 11 10	18 8 2
Ordinary Carpenters ..	T	30	86·3	1 0 1	22 15 10
Ordinary Tailors	T	3	91·1	0 11 11	17 14 3
Masons	T	7	74·1	1 5 10	....*
Tile Turners	T	2	94·2	0 7 0	10 12 0
Mochis	T	8	88·6	0 12 5	17 15 9
Weighmen	T	27	94·2	0 12 1	19 2 4
Packers, Wrappers and Labellers.	T	4	94·2	0 9 7	14 10 6
Ordinary Apprentices ..	T	63	89·3	0 7 11	11 12 10
Ticket Boys	T	15	96·3	0 8 0	12 13 2
Muccadams	T	9	87·2	1 0 0	23 7 7
Naikins	T	20	90·9	0 12 1	18 6 7
Nawghanies	T	143	92·0	0 9 9	15 2 1
Mechanics' Assistants ..	T	25	94·2	0 8 1	12 6 10
Jamadars	T	6	93·5	0 10 8	17 7 6
Watchmen	T	74	97·2	0 9 1	14 14 9
Washermen	T	2	86·8	0 15 6	22 4 5
Lampmen	T	1	100·0	0 6 9	13 0 0
Cartmen	T	20	98·2	0 8 9	14 12 11
Warehousemen	T	27	91·7	0 8 3	12 8 1
Sweepers—Men	T	85	96·9	0 8 9	14 2 7
Women	T	34	92·5	0 4 9	7 2 7

* Omitted owing to low percentage attendance and small number of workers returned.

SECTION II.

Textiles—Silk.

Wages, Hours of Work and Conditions of Employment in the Silk Textile Industry.

Labour in the Silk Industry.

NUMBER OF FACTORIES AND WORKERS.

Silk factories in the Bombay Presidency are only to be found in the cities of Bombay and Ahmedabad and in the Broach and Surat area. The total number of factories is 22 which between them employ 1,658 workers. The following table sets out the figures of the numbers employed by areas and age and sex groups according to the information furnished in the *general questionnaire* :—

Number of Workers on the basis of the General Questionnaire.

Areas.	Number of factories.	Number of workers.			
		Men.	Women.	Children.	Total.
Bombay City	8	825	289	..	1,114
Ahmedabad City ..	5	108	48	1	157
Broach and Surat ..	9	316	68	3	387
Presidency Proper. ..	22	1,249	405	4	1,658

The numbers of workers for whom information regarding wages was furnished in the census forms were as follows :—

Number of Workers on the basis of the Census Forms.

Areas.	Number of factories.	Number of workers.			
		Men.	Women.	Children.	Total.
Bombay City	8	751	279	..	1,030
Ahmedabad City ..	5	103	48	1	155
Broach and Surat ..	9	315	68	3	386
Presidency Proper ..	22	1,172	395	4	1,571

Of the total number of 1,571 workers 1,443 were engaged in " process " occupations and 128 in engineering occupations and in occupations common to all factories.

Recruitment of Labour.

Recruitment in the case of thirteen factories in all is through muccadams and jobbers and in seven other cases through the workers themselves. In the case of one large silk factory in Bombay all persons who call for work are registered and when vacancies occur such of them as have the necessary experience are engaged. One factory reported that its labour force was very stable and that the necessity for the recruitment of new hands seldom arose.

Labour Turnover.

The total number of workers who left all silk factories during the census month (which was uniformly May 1934 in the case of all factories in all areas) was 75 or 4·5 per cent. of the total number employed. This gives the extraordinarily large figure of 54 per cent. per annum for the industry. The total number of persons who secured employment in temporary vacancies as substitutes amounted to 77. The total number of workers who depended on the silk taxtile perennial factory industry in the Bombay Presidency during May 1934 was 1,735 in all.

Table No. I at the end of this Section gives the occupational distribution of the " process " workers in the silk textile industry in the Bombay Presidency.

Conditions of Employment.

Principles of Wage Fixation.

Twelve concerns in all reported that they had " fixed " rates of wages, by which is meant that rates do not vary according to seasonal fluctuations. Two other concerns stated that their piece prices were " fixed " but time rates depended upon the demand for and the supply of the type of labour required. In three other cases rates varied according to seasonal fluctuations. Two factories based their rates on those prevalent in the other types of factories in the areas concerned. One factory paid slightly higher than the local rates in order to keep its labour. One factory varied its rates according to the market prices of the cloth produced by it. The last concern stated that it had no fixed principle in the matter.

With the exception of two large silk mills in Bombay City which followed the Bombay Millowners' Association in the dearness of food allowances which they gave to their workers in addition to basic rates, all rates of wages in the silk textile industry in the Bombay Presidency are consolidated.

Bonuses.

No good attendance bonuses are paid in this industry. One factory in Ahmedabad City gave an efficiency bonus of four annas for each piece of perfect cloth to its weavers. Eight concerns in all reported small discretionary bonuses of varying amounts paid at *Diwali*. In one of these eight cases, the *Diwali* present took the form of brass vessels of the value of Rs. 2 for each worker.

Overtime.

No overtime of any kind whatever was worked in twenty concerns. In the remaining two cases workers in the engine and mechanics departments are called upon frequently to put in extra time. The rates of overtime pay were a time and a quarter in one case and a time and a half in the other.

Pay and Waiting Periods.

Six silk factories in the Broach and Surat area observed the Hindu month as the pay period. Two units in Ahmedabad City reported fourteen-day *haptas* for weavers and the English calendar month for workers in all other departments. The remaining fourteen factories paid wages monthly according to the English calendar month. With the exception of one unit employing 277 workers in Bombay City which delayed payment of wages by 25 to 30 days all the other concerns in this industry effected payment within fifteen days. It is noteworthy that five concerns in the Broach and Surat area employing 150 workers in all between them made all wage payments either on the last day of the month or on the first working day in the month following that for which they fell due. In the case of nine other factories all payments were effected within five days of the end of the wage-period.

With the exception of two concerns in Bombay City, all units in the silk textile industry granted advances to their workers against earned wages. No interest was charged in any case.

Methods of Wage Calculation.

Devices similar to those found in the engineering, printing and cotton textile industries to deprive a time-rated worker of a hypothetical pay for Sundays and holidays are to be found in the silk industry as well. Three units reported that wages were calculated on the basis of all the days in the month but that no wages were paid for Sundays and holidays. Another concern which calculated wages similarly only paid wages for one Sunday in the month. In eight cases a worker had to attend on both a Saturday and a Monday or on either of these two days before the intervening Sunday was paid for. One concern required four days' presence in a week. Only four concerns in all reported that monthly rates of wages were calculated on the basis of the number of working days in the month.

Discipline.

One large silk mill in Bombay adopted the Standing Orders of the Millowners' Association, Bombay. Two other concerns in Bombay stated that " some orders were circulated and posted " from time to time. The remaining nineteen concerns had no rules of any kind. As regards late attendance only one concern stated that 15 minutes grace was allowed

after which double time was cut. In all the remaining cases wages were paid *pro rata* time worked. With regard to unauthorised absence one unit in Bombay stated that it imposed a fine of four annas for each day of absence without leave. In the remaining cases *pro rata* deductions were made and in cases where irregularity became habitual the workers concerned were dismissed.

Eighteen out of the 22 silk factories in the Presidency did not fine their workers. In the four concerns where fines were inflicted fining was limited in all cases: two per cent. of earnings—one case; Re. 1 per month—two cases; and Rs. 2 per month—one case. The total amount recovered in fines during May 1934 amounted to Rs. 20 imposed in 51 cases which gives an incidence of 6 annas 3 pies per instance. In all the four cases the fines were appropriated to the credit of the wages account.

Financial Aid.

No unit in the silk industry had provided a co-operative credit society or a provident fund for the benefit of any class or classes of its employees and only one out of the 22 concerns in the industry reported payments of gratuities. In this case the gratuity depended on length of service and was scaled as follows: 10 years' service—2 months' pay; 10 to 15 years—3 months; 15 to 20 years—4 months; 20 to 25 years—6 months; 25 to 30 years—7 months; and 30 years' service and over—9 months' pay.

Shifts, Hours of Work and Leave.

With the exception of one concern in Bombay City which worked two shifts of ten hours each occasionally in the throwing department alone, all units in the silk textile industry in the Bombay Presidency worked only one day shift in the census month. The following table sets out frequencies of weekly hours of work:—

Frequency of Weekly Hours of Work in the Silk Textile Industry.

Weekly Hours.	Number of Units.	Number of Workers.	Percentage to total number of Workers.
30*	1*	3*	0·18*
50	1	51	3·08
51	3	112	6·78
52	1	48	2·90
54	5	363	21·96
57	3	178	10·77
60	12	898	54·33

*These figures relate to children.

The majority of all workers employed in the industry had a 10-hour day or a 60-hour week. Quite a number of factories, however, worked either a 9- or a 9½-hour day or a 54- or a 57-hour week or less. The remaining frequencies mostly relate to shorter hours for groups of workers in the mechanics department. Five units in the Broach and Surat area gave a rest interval of an hour-and-a-half to all workers and one unit in Bombay City allowed a similar interval to its women workers alone. In all the remaining cases the duration of the rest interval was one hour.

Nineteen out of the 22 units in this industry granted no leave with pay to any of their workers. One unit in Bombay City gives 15 days to a month's leave with pay in deserving cases to time workers only. One unit in Ahmedabad City similarly reported that leave with pay was granted to time-rated workmen but no further details were given. One unit in the same centre granted leave with pay up to ten days per annum to all its workers and beyond that without pay.

Welfare Work.

Housing and Rest and Tiffin Rooms.

Two units in Bombay City provide six rent-free rooms each for their watchmen. One unit in the Broach and Surat area reported that it had provided nineteen two-roomed tenements in all, of which six were old and thirteen new. No rents were charged for the old ones. The new ones were rented at Rs. 2-8-0 per tenement and the rent charged was " below economic ". The remaining nineteen units provided no housing for any of their employees.

Only two concerns in Bombay City had provided rest rooms and the same concerns had three tiffin rooms each on a communal basis. Two other concerns in Bombay stated that they had made provision for tiffin rooms but gave no further details. One unit in Bombay had separate tea stalls for Hindus and Muhammadans and Messrs. Courtaulds Ltd. gave free tea every morning and afternoon to all their workers. With the exception of the specific cases cited no other unit in the industry had provided either tiffin or rest rooms or tea stalls for their workpeople.

Medical Aid.

Eleven out of the 22 concerns in this industry had provided first-aid requisites for use in case of accident and only one unit had a dispensary with a part-time doctor and a full-time compounder. This unit made deductions for the medical aid provided on a sliding scale from three annas per month in the case of workers earning Rs. 10 to Rs. 40 per month to eigth annas for those earning Rs. 90 and over. No concern had a creche.

Education and Recreation.

Only one concern in Bombay City stated that they sent such of their workers who desired to receive higher technical training to the Technical School conducted by the Social Service League. Special scholarships were given in suitable cases. Apart from this there was no other provision made in any unit in the industry for vocational training, adult education, or recreation.

Changes in Wage Rates.

Two concerns in Bombay City gave basic rates *plus* the dearness of food allowances sanctioned by the Bombay Millowners' Association between 1917 and 1929. One of these two concerns reduced basic rates by 20 per cent. in 1931. The other effected general reductions of 10 to 25 per cent. in October 1929; a further 20 per cent. in June 1933; and 10 per cent. in the engineering and mechanics departments and 20 per cent. in all other departments in August 1934. One concern effected a cut of 25 per cent. in 1931 and another raised wages by 30 per cent. in the same year. Two other concerns effected reductions of 16⅔ per cent. and 12½ per cent. respectively in 1933.

Of the five silk factories in Ahmedabad three reported that there were no general changes in wage rates in recent years. One factory reduced wages by 25 per cent. in 1931. In the fifth case no information was given. The majority of the silk factories in the Broach and Surat area reported reductions ranging from one anna to four annas in the rupee during the few years preceding the date of the census but the general concensus of opinion with regard to a comparison with the pre-war year appeared to be that wages were about 12½ to 20 per cent. higher. The distribution of the operatives in the silk textile industry according as they were paid on time rates of wages or on piece prices was as follows :—

Distribution of Operatives in the Silk Textile Industry according as they were on Time or Piece Rates.

Areas.	Men.		Women.		Children.
	Time.	Piece.	Time.	Piece.	Time.
Bombay City	413	338	157	122	..
Ahmedabad City ..	23	83	..	48	1
Broach and Surat ..	73	242	48	20	3
Total ..	509	663	205	190	4

Earnings and Attendance.

The two most numerically important occupations in the silk textile industry are those of weavers and winders. Weavers number 613 or nearly 39 per cent. of the total number employed. Winders number 362 or a little over 23 per cent. of the total number employed. The distribution of weavers is between one-and two-loom weavers. Winders are distributed over five distinct processes according to types and qualities handled. There are neat silk, rayon silk and spun silk winders, colour yarn winders and pirn winders. Apart from pirn winding where 48 men were returned as against 35 women, women are predominantly employed in all the other winding occupations. Tables II, III and IV printed at pages 203 to 206 of this section give the figures of numbers employed, average percentage attendance, average daily earnings and average monthly earnings for monthly paid categories for all occupations in the silk textile industry in each of the three areas in the Bombay Presidency where perennial silk factories are to be found. Numerically, the only occupation for which the figures for earnings as between these three areas can be compared is that of weavers. As far as winders are concerned, out of a total number of 258 winders in all categories in silk factories in Bombay City, 124 are colour yarn winders and 52 are rayon silk winders. No winders in these two categories were returned by any of the silk factories in Ahmedabad. All the 36 winders returned by the latter were spun silk winders of whom none were returned by factories in Bombay. The following table sets out the average daily earnings of weavers :—

Average Daily Earnings of Weavers in the Silk Textile Industry.

Occupations.	Sex Groups and Methods of Payment.	Average Daily Earnings in Bombay.	Ahmedabad.	Broach and Surat.
		Rs. a. p.	Rs. a. p.	Rs. a. p.
One Loom Weavers ..	Men .. Time ..	1 10 9 (1)	1 3 3 (2)	1 0 8 (1)
	Men .. Piece ..	1 4 9 (194)	1 1 1 (78)	0 15 10 (216)
	Women. Piece ..	1 9 3 (12)	....	....
Two Loom Weavers ..	Men .. Piece ..	0 14 0 (100)	....	2 3 3 (9)

It will be noticed that twelve women piece rated one-loom weavers in Bombay City averaged Rs. 1-9-3 per day as against an average of Rs. 1-4-9 per day earned by men. This is not only due to the handling of a better class of production but also to the employement, in some silk factories in Bombay, of an educated type of Anglo-Indian and Goanese girls. The two-loom weavers in the Broach and Surat area who averaged

Rs. 2-3-3 per day as against 14 annas in Bombay handled a much superior type of production on wider looms. It is significant however that one hundred two-loom weavers in Bombay City averaged only 14 annas per day as against Rs. 1-4-9 per day earned by one-loom weavers. We have often commented upon the existence of wide variations in rates of wages not only as between centre and centre but also as between unit and unit in all the wages reports which have been published by the Labour Office. The silk textile industry is no exception and the figures of earnings set out in the above table for weavers brings out this variation in a very striking manner.

In the following table we set out the general averages of daily earnings, by age and sex groups, for all workers in the silk textile industry :—

General Averages of Daily Earnings in all Occupations in the Silk Textile Industry.

Areas.	Men.	Women.	All adult Operatives.	Children.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	1 1 11	0 13 2	1 1 1	....
	(751)	(279)	(1,030)	
Ahmedabad City	1 2 7	0 6 11	0 14 11	0 4 10
	(106)	(48)	(154)	(1)
Broach and Surat ..	0 15 3	0 8 2	0 14 1	0 4 0
	(315)	(68)	(383)	(3)
Presidency Proper ..	1 1 3	0 11 5	1 0 1	0 4 3
	(1,172)	(395)	(1,567)	(4)

The general averages of daily earnings of women workers are 6 annas 11 pies in Ahmedabad and 8 annas 2 pies in Broach and Surat as against the comparatively high figure of 13 annas 2 pies in silk factories in Bombay. This is due, as already pointed out, to the employment of a much superior type of worker in many factories in Bombay City some of whom earn as much as Rs. 45 per month. The other figures in the above table speak for themselves and need no further comment.

The general averages of percentage attendance in the silk textile industry are set out in the following table separately by age and sex groups and for all adult operatives :—

General Averages of Percentage Attendance in the Silk Textile Industry.

Areas.	Men.	Women.	All adult Operatives.	Children.
	Per cent.	Per cent.	Per cent.	Per cent.
Bombay City	84·6 (751)	77·8 (279)	82·9 (1,030)	....
Ahmedabad City	88·8 (106)	92·3 (48)	89·8 (154)	88·5 (1)
Broach and Surat ..	83·4 (315)	81·9 (68)	83·1 (383)	85·2 (3)
Presidency Proper ..	84·6 (1,172)	80·2 (395)	83·6 (1,537)	86·0 (4)

The average percentage absence for all adult operatives in this industry was as much as 16·4 (100 — 83·6) which is much higher than that for any of the other industries which have so far been studied :—

TABLE No. I.—*Occupational Distribution of Process Workers in the Silk Textile Industry in the Bombay Presidency.*

Occupation.	No. of workers returned.	
Head Jobbers—Spinning Side	1	
Weaving Side	2	
Jobbers—Spinning Side	2	
Weaving Side	36	
	—	41
Erector Fitters		1
Silk Boiling Men		7
Doublers—Women		3
Reelers—Women		3
Yarn Pickers—Women		5
Bleachers		2
Dyers		49
Bundlers		1
Winders—Neat Silk—Men	3	
Women	8	
Rayon Silk—Women	52	
Spun Silk—Men	1	
Women	72	
Colour Yarn— „	140	
Pirn—Men	48	
Women	35	
Children	3	
	—	362

Occupation.	No. of workers returned.	
Neat Silk Doublers—Men	3	
Women	1	
	—	4
Neat Silk Spinners		2
Neat Silk Throwers		4
Knotters—Women		1
Leish Yarn Binders—Men	1	
Women	1	
	—	2
Yarn and Bobbin Sorters		1
Cop Distributors		1
Hand Warpers		8
Warp Dressers—Men	8	
Women	2	
	—	10
Bobbin Dressers—Men	41	
Women	24	
	—	65
Drawers-In—Men	7	
Women	2	
	—	9
Reachers		2
Beamers		4
Re-beamers		3
Power Warpers—Men	11	
Women	3	
	—	14
Warping Creelers		8
Front Sizers		4
Back Sizers		4
Sizers		12
Hank Sizers—Men	4	
Women	3	
	—	7
Selvedge Takers		4
Beam Carriers		2
Twisters—Men	9	
Women	4	
	—	13
Head Designers		1
Designers		2
Card Punching Overlookers		1
Card Punchers		3
Card Lacers		4
Harness Builders		7
Weavers—One Loom—Men	492	
Women	12	
Two Loom—Men	109	
	—	613
Cloth Folders—Men	43	
—Women	5	48
	—	
Dampers		1
Finishers		39
Fringers		14
Felt Calendarmen		3
Calendarmen		3
Calendar Stitchers		2
Coolies—Men	40	
Women	4	
	—	44

TABLE NO. II.—*Average Earnings and Attendance in the Textile Silk Industry in the Bombay City Area.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Head Jobbers—Spinning Side ..	T	1	100·0	2 1 2	56 0 0
„ „ Weaving Side ..	T	1	100·0	4 8 9	122 12 6
Jobbers—Spinning Side	T	2	100·0	1 9 4	42 12 0
„ Weaving Side	T	15	98·0	1 9 7	41 1 7
„ „ „ ..	P	10	78·4	2 7 0	47 12 10
Erector Fitters	T	1	96·3	2 12 7	72 8 0
Silk Boiling Men	T	7	63·0	0 10 5	....*
Doublers—Women	T	3	96·3	1 11 5	44 9 0
Reelers—Women	T	2	66·7	1 9 1	....*
„ „	P	1	100·0	0 14 0	23 10 0
Yarn Pickers—Women	P	5	89·6	0 6 7	9 14 7
Bleachers	T	2	98·1	1 0 6	27 5 6
Dyers	T	47	83·5	0 12 11	18 4 0
Bundlers	T	1	96·3	0 13 6	21 15 0
Winders—Neat Silk—Men ..	T	1	100·0	0 13 11	23 8 0
„ „ „ „ ..	P	2	48·1	1 1 6	....*
„ „ „ „ Women ..	T	8	86·1	1 6 7	32 12 2
„ Rayon Silk—Women ..	T	10	73·0	1 10 3	32 5 4
„ „ „ „ ..	P	42	93·6	0 10 7	15 9 5
„ Colour Yarn—Women ..	T	64	41·9	0 7 11	....*
„ „ „ „ ..	P	60	94·1	0 9 2	14 6 1
„ Pirn—Men	T	24	66·0	0 9 8	....*
„ „ „	P	12	88·0	0 15 4	22 12 0
„ „ Women ..	T	35	43·3	0 8 1	....* *
Neat Silk Doublers—Men ..	P	2	82·4	0 14 5	18 14 8
„ „ „ Women ..	T	1	88·9	1 3 3	28 14 0
„ „ Spinners	T	2	94·4	0 14 11	23 12 6
„ „ Throwers	T	4	98·8	0 15 4	18 14 3
Knotters—Women	P	1	96·0	0 10 3	15 5 0
Leish Yarn Binders—Men ..	T	1	100·0	0 11 4	19 3 0
„ „ „ Women ..	P	1	100·0	0 10 10	18 4 0
Yarn and Bobbin Sorters ..	T	1	100·0	0 15 3	25 12 0
Cop Distributors	T	1	100·0	0 11 4	19 3 0
Hand Warpers	P	2	86·8	0 12 10	18 7 0
Warp Dressers	P	8	86·5	0 15 6	16 5 8
Bobbin Dressers	T	2	92·3	0 15 0	22 7 0
Drawers-In—Men	T	6	77·6	0 15 3	17 9 6
„ Women ..	T	2	100·0	1 7 1	38 15 6
Reachers	T	2	61·1	0 13 5	....*
Beamers	T	2	100·0	0 12 5	20 2 0
Re-beamers	T	3	72·5	1 4 3	....*
Power Warpers—Men ..	T	7	74·5	1 4 1	....*
„ „ „ ..	P	4	82·4	1 8 4	23 13 8
„ „ Women ..	T	3	98·8	1 9 7	42 11 0
Warping Creelers	T	8	83·3	0 9 9	12 2 5
Front Sizers	T	3	92·6	1 8 7	38 6 0
Back Sizers	T	3	92·6	0 15 0	23 6 0
Hank Sizers—Women	T	3	98·8	1 10 9	44 9 0
Selvedge Takers	T	4	96·3	0 11 11	19 2 0
Beam Carriers	T	2	72·2	0 13 1	....*

*Omitted owing to low percentage attendance and small number of workers returned.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Twisters—Men	T	4	97·2	0 13 7	22 4 0
„ „	P	4	98·1	1 0 11	28 0 9
„ Women	T	4	98·1	1 7 3	38 8 0
Head Designers	T	1	96·3	2 6 1	61 15 0
Designers	T	2	81·5	1 11 2	37 5 6
Card Punching Overlookers ..	T	1	100·0	1 7 0	38 13 0
Card Punchers	T	2	94·4	1 0 6	26 5 6
Card Lacers	T	4	89·8	0 8 7	12 15 6
Harness Builders	T	6	100·0	1 9 9	43 6 4
Weavers—One Loom—Men ..	T	1	40·7	1 10 9	....*
„ „ „ ..	P	194	91·6	1 4 9	31 11 3
„ „ Women ..	P	12	83·0	1 9 3	35 6 7
„ Two Loom	P	100	64·4	0 14 0	....*
Cloth Folders—Men	T	35	70·4	0 14 1	15 3 2
„ „ Women	T	5	96·3	0 13 0	21 2 5
Dampers	T	1	100·0	1 7 8	40 0 0
Finishers	T	39	80·7	0 12 7	17 2 5
Fringers	T	11	86·5	0 12 5	18 1 10
Felt Calendarmen	T	3	97·5	0 12 8	20 14 4
Calendarman	T	3	81·5	1 1 4	23 12 8
Calendar Stitchers	T	2	92·6	1 5 1	32 15 0
Coolies—Men	T	38	82·4	1 0 1	21 15 0
„ Women	T	4	94·4	0 9 9	15 7 9
Workers in Occupations common to all factories.					
Steam Engine Drivers	T	3	100·0	2 4 11	62 4 3
Boiler Attendants—1st Class ..	T	1	100·0	3 11 3	100 0 0
„ „ 2nd Class ..	T	2	100·0	1 12 7	48 3 0
Firemen	T	5	81·1	1 4 1	29 2 4
Oilmen	T	8	88·4	0 13 7	20 2 0
Patternmakers	T	1	100·0	2 10 8	72 0 0
Superior Machinists	T	2	100·0	2 2 6	58 3 0
Ordinary Machinists	T	1	96·3	1 5 2	34 6 0
Ordinary Blacksmiths	T	1	96·3	1 11 11	45 5 0
Hammermen or Strikers	T	1	100·0	0 11 4	19 3 0
Tinsmiths	T	2	92·6	1 9 3	39 7 0
Superior Fitters	T	3	84·0	2 2 3	48 9 0
Ordinary Fitters	T	6	84·0	1 8 6	34 11 0
Motor and Lorry Drivers ..	T	2	100·0	2 9 6	70 0 0
Superior Carpenters	T	4	97·2	2 6 11	63 14 6
Ordinary Carpenters	T	5	91·8	1 5 6	33 4 2
Ordinary Tailors	T	2	100·0	1 0 8	28 2 0
Masons	T	1	96·3	1 8 0	39 0 0
Mochis	T	1	100·0	0 13 5	22 10 0
Weighers	T	2	98·1	0 12 2	20 3 6
Packers, Wrappers and Labellers—Women	T	10	97·8	0 15 9	25 14 10
Ticket Boys	T	2	100·0	0 12 11	21 12 0
Muccadams	T	4	8 ·7	1 4 7	33 6 5
Naikins	T	1	96·3	2 4 3	58 15 0
Nawghanies	T	7	97·9	0 12 11	21 4 3
Jamadars	T	4	100·0	1 0 11	30 11 2
Watchmen	T	25	100·0	0 14 2	25 15 7
Warehousemen	T	2	100·0	0 15 0	25 4 0
Watermen	T	2	100·0	0 11 4	19 2 5
Sweepers—Men	T	8	85·7	0 11 6	17 4 5
„ Women	T	2	79·6	0 10 7	14 3 6

* Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. III.—*Average Earnings and Attendance in the Textile Silk Industry in the Ahmedabad City Area.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Jobbers, Weaving Side	T	5	100·0	2 12 4	71 0 0
Dyers	T	2	61·5	0 9 5	....*
Spun Silk Winders—Men ..	P	1	100·0	0 7 7	11 6 6
,, ,, ,, Women ..	P	35	93·7	0 6 11	....*
Neat Silk Doublers	T	1	88·5	0 11 10	17 0 0
Hand Warpers	T	2	100·0	1 5 2	35 0 0
,, ,, ...	P	2	100·0	1 10 9	41 12 6
Bobbin Dressers—Women ..	P	13	88·9	0 7 1	9 14 0
Drawers-In	P	1	76·9	1 12 1	35 2 0
Beamers	T	1	100·0	1 10 8	45 0 0
,, ...	P	1	100·0	1 3 9	....*
Hank Sizers	T	4	86·7	0 12 7	17 14 0
Twisters	T	1	100·0	0 12 4	20 0 0
Weavers—One Loom	T	2	100·0	1 3 3	32 8 0
,, ,, ,, ...	P	78	86·9	1 1 1	....*
Cloth Folders	T	4	100·0	0 15 2	23 12 0
Coolies	T	1	100·0	0 13 4	20 0 0
Workers in Occupations common to all factories.					
Chokras	T	1	88·5	0 4 10	7 0 0

* Omitted owing to low percentage attendance and the small number of workers returned.

TABLE No. IV.—*Average Earnings and Attendance in the Textile Silk Industry in the Broach and Surat Area.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Head Jobbers—Weaving Side ..	T	1	100·0	1 13 8	50 0 0
Jobbers—Weaving Side	T	6	100·0	1 10 0	41 12 0
Winders—Spun Silk—Women ..	T	17	91·2	0 8 8	12 9 5
,, ,, ,, ,, ..	P	20	73·3	0 8 10	10 9 0
,, Colour Yarn—Women ..	T	16	77·6	0 6 7	8 6 6
,, Pirn Silk—Men	T	12	80·6	0 6 4	8 9 1
,, ,, ,, Children ..	T	3	85·2	0 4 0	5 12 8
Hand Warpers	T	2	97·9	0 13 5	19 10 8
Warp Dressers—Women	T	2	85·4	0 8 3	10 8 9
Bobbin Dressers—Men	T	34	87·4	0 7 9	11 4 8
,, ,, ,, ..	P	5	79·2	0 6 10	8 12 1
,, ,, Women ..	T	11	87·5	0 8 7	11 15 11

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Sizers	P	12	74·0	1 5 6	....*
Front Sizers	T	1	100·0	1 3 8	33 2 4
Back Sizers	T	1	14·8	0 12 11	....*
Card Punchers	T	1	40·7	1 15 0	....*
Harness Builders	T	1	100·0	1 1 9	30 0 0
Weavers—One Loom	T	1	100·0	1 0 8	25 0 0
,, ,, ,, ...	P	216	83·1	0 15 10	21 5 11
,, Two Loom	P	9	73·3	2 3 3	43 9 9
Cloth Folders	T	4	84·2	0 11 6	16 6 2
Fringers	T	3	90·3	0 13 9	18 10 7
Coolies	T	1	96·7	0 8 0	14 8 0
Workers in Occupations common to all factories.					
Boiler Attendants, 2nd Class ..	T	1	100·0	1 13 8	50 0 0
Firemen	T	1	96·3	0 10 0	16 12 4
Oilmen	T	1	100·0	0 8 6	14 4 10
Ordinary Fitters	T	1	88·9	0 9 7	14 6 3
Ordinary Apprentices—Women ..	T	1	100·0	0 3 4	5 6 0
Watchmen	T	1	100·0	0 13 0	22 0 0
Sweepers—Women	T	1	79·2	0 10 6	12 8 0

* Omitted owing to low percentage attendance and small number of workers returned.

SECTION III.

Textiles—Wool.

WAGES, HOURS OF WORK AND CONDITIONS OF EMPLOYMENT IN THE TEXTILE WOOLLEN INDUSTRY.

Labour in the Industry.

There are only two woollen mills in the Bombay Presidency—one in Bombay City and the other in Thana or, as far as the territorial areas of the general wage census are concerned, in the Bombay Suburban, Kolaba, Thana and Ratnagiri area. The total numbers of workers employed in these two concerns, according to the figures returned in the questionnaire, were 813 and 586 respectively. The numbers of workers for whom information regarding wages was given in the census forms were 791 and 609 respectively. Of the total number of 1,399 persons employed in both these concerns 1,119 were men and 280 were women. No children are employed in this industry. In both cases all labour is recruited through jobbers. The number of workers who gave up their jobs during May 1934 was 62 which gives a percentage of 4·4 for labour turnover for a month and a little over 52 per cent. for a year. The Bombay mill does not employ any outside substitutes. The total number of workers who secured *badli* employment in the mill in Thana was as high as 146. The occupational distribution of the " process " workers in this industry is given in table No. I which is printed at the end of this section.

Payment of Wages and Conditions of Employment.

In the case of both the woollen mills, rates of wages are fixed. All wage rates in the Thana mill are consolidated but the Bombay mill had consolidated rates for some occupations and basic rates plus a dearness of food allowance of 70 per cent. for others. No bonuses of any kind are paid in this industry. Overtime is worked only in the engine and mechanics departments and is paid for at a time and a quarter. The pay period is the English calendar month and both mills observed the pay days fixed by the Millowners' Association, Bombay, for cotton mills in Bombay City and Coorla. The Thana mill grants no advances whereas the one in Bombay did so and charged interest at three pies in the rupee. In both cases all monthly time rates are calculated on the basis of working days in the month.

As far as enforcement of discipline is concerned both units had adopted the Standing Orders framed by the Bombay Millowners' Association and these were prominently displayed in the timekeepers' offices. The Bombay mill inflicted no further penalty beyond a *pro rata* cut in wages either for late attendance or for absence without leave. The Thana mill, on the other hand, imposed fines in addition to the *pro rata* cut for both. Both concerns resorted to fining but restricted it to 2 per cent. of earnings in one case and to Rs. 2 per month in the other. The total amount recovered from fines in May 1934 was Rs. 16-2-5 in 27 cases which

gives an incidence of 9 annas 7 pies per fine. In the case of one mill all fines were credited to the Workers Benefit Fund and in the other they were utilised for welfare work.

Only the Thana mill has a provident fund for the benefit of its workers. All employees who desire to join this fund are permitted to do so and the contribution is five per cent. of pay with the employers contributing an equal amount. The fund is registered and bears interest at the rate of five per cent. The same mill has a co-operative credit society as well and also gives discretionary gratuities depending upon the merits of each case to such operatives as leave after putting in twenty years' service.

Shifts, Hours of Work and Leave.

Both mills worked only one day shift during the census month. But the mill at Thana was closed for a few days in May 1934 on account of engine trouble. The Bombay mill had a uniform ten hour day and a sixty hour week for all operatives whereas the Thana mill had a ten hour day and a sixty hour week for most categories of " process " operatives and a 9½ hour day and a 57 hour week for some categories of women workers and for the mechanics department. Thirteen hundred operatives in all in this industry had a 60 hour week and 99 a 57 hour week. The normal closing day was Sunday and the rest interval was of an hour's duration in both cases. The Thana mill granted fifteen days leave with pay per year to jobbers, mukkadams and jamadars. The remaining workers in both concerns had no leave with pay privileges.

Welfare Work.

The Bombay mill provides no housing of any kind for its employees. The Thana mill has provided sixteen cement chawls each of which contains eight tenements. Rents which are " below economic " vary between Rs. 1-8-0 to Rs. 3 per month. This mill has also provided a special canteen which is run under the direct management of the Company. Hot meals are supplied during the recess hour at actual cost, all overhead charges being borne by the management. In addition to the canteen the mill has provided rest rooms and tea stalls.

As far as medical aid is concerned both mills have fully equipped dispensaries with part time doctors and full time compounders in attendance. First-aid requisites are maintained in all departments. This service is entirely free and no deductions are made for medical aid of any kind. Neither of the two mills, however, had a creche.

As far as recreation, vocational training and education are concerned the only activity reported was the formation of a cricket club in the Thana mill both for members of the staff and for the workmen. The monthly subscription for being a member of this club was eight annas.

Rates of Wages, Earnings and Attendance.

As regards the question of changes in wage rates, the woollen mill in Bombay reported that as it had no records prior to 1929 no information was available with regard to rates before that year. Between 1929 and 1934 all round reductions in rates were effected by tackling individual occupations or groups of occupations at different times. No general cut was imposed and the policy appears to have been to effect greater cuts in the wages of the better paid groups and smaller ones in those of the more poorly paid groups. The general effect of these cuts was the reduction of wages by percentages which vary between 6¼ per cent. and 30 to 35 per cent. for different occupations. The same policy was adopted in the woollen mill at Thana but the cuts in this case were pitched slightly higher.

The distribution of textile woollen operatives between time rated and piece priced groups was as follows :—

Distribution of Textile Woollen Operatives according as they were on Time or Piece Rates.

Areas	Men		Women	
	Time	Piece	Time	Piece
Bombay City	486	127	178	....
Bombay Suburban, Thana, Kolaba and Ratnagiri ..	417	67	81	44
Total ..	903	194	259	44

Tables Nos. II and III printed at pages 216 to 220 of this section give the figures for average percentage attendance and average daily earnings for all occupations in the textile woollen industry in Bombay City and in the Bombay Suburban, Thana, Kolaba and Ratnagiri area. The table for the latter area does not show figures for average monthly earnings of " process " operatives because, as has already been pointed out above, the mill at Thana did not work for some days in the census month. Workpeople in engineering occupations and in occupations common to all factories were however required to attend and the figures of average monthly earnings for these categories have been shown. The table for Bombay City gives the averages of monthly earnings for

all occupations except for those in which the number employed was small and the absenteeism was high. Numerically, the most important occupations in the textile woollen industry are mule-piecers, side piecers, doublers and twisters, one-loom weavers, purchers and fringers. The following table sets out the averages of daily earnings in these occupations :—

Average Daily Earnings in Some Important Occupations in the Textile Woollen Industry.

Occupation	Average Daily Earnings in	
	Bombay City	Bombay Suburban, Thana, Kolaba and Ratnagiri area.
	Rs. a. p.	Rs. a. p.
Mule Piecers—Men—Time	1 0 6 (20)	0 13 2 (11)
Side Piecers—Men—Time	1 0 9 (37)	1 1 6 (26)
Doublers and Twisters—Men—Time ..	1 0 6 (40)	0 15 11 (43)
Reelers—Women—Time	0 13 0 (29)	0 9 5 (18)
One-Loom Weavers—Men—Piece	1 15 7 (111)	1 14 2 (53)
Purchers—Men—Time	1 2 5 (6)	0 13 6 (3)
,, —Women—Time	0 11 9 (43)	....
Fringers—Women—Time	0 11 11 (28)	....
,, — ,, —Piece	....	0 7 4 (15)

Except in the case of mule piecers, reelers, purchers and fringers whose average daily earnings are considerably lower in the Thana mill, the averages for the other occupations selected for comparison are very similar for the two areas in which woollen mills are located. One-loom weavers in this industry earned very nearly Rs. 2 per day in both areas.

The general averages of daily earnings in all occupations in the industry are set out in the following table :—

General Averages of Daily Earnings in all Occupations in the Textile Woollen Industry.

Areas	Men	Women	All adult operatives
	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	1 5 0	0 12 4	1 3 1
	(613)	(178)	(791)
Bombay Suburban, Thana, Kolaba and Ratnagiri	1 2 7	0 10 1	1 1 3
	(484)	(125)	(609)
Presidency Proper	1 4 0	0 11 8	1 2 4
	(1,097)	(303)	(1,400)

The general averages of percentage attendance in the textile woollen industry during the census month were as follows :—

General Averages of Percentage Attendance in the Textile Woollen Industry.

Areas	Men	Women	All adult operatives
	per cent.	per cent.	per cent.
Bombay City	88·5	89·0	88·7
Bombay Suburban, Thana, Kolaba and Ratnagiri	84·1	81·5	83·7
Presidency Proper	86·6	86·6	86·7

It will be observed that whereas the average percentage absenteeism of women operatives in the Bombay mill was better than that of men, that of the women operatives in the Thana mill was 2·6 per cent. higher. The average percentage absenteeism for the whole industry was as high as 13·3 per cent. (100—86·7).

Table No. I : Occupational Distribution of Process Workers in the Textile Woollen Industry in the Bombay Presidency.

Occupation	No. of workers returned	
Head Jobbers	10	
Jobbers	39	
		49
Teazers	....	3
Willow machinemen	....	1
Garnet Machinemen	....	2
Rag Breaking Machinemen	....	5
Blenders—Men	3	
—Women	2	
		5
Card or Hopper Feeders—Woollen	....	9
—Worsted	....	2
Lapmen	....	17
Condensermen	....	7
Fetlers and Card Cleaners	....	17
Can minders—Women	....	1
First Preparers—Women	....	1
Combers—Women	....	4
Top Box Minders—Women	....	1
Mixing Gill Box Minders—Women	....	4
Double Spindle Gill Box Minders	....	9
Weight-box Minders	....	4
Finishing Machine Attendants	....	5
Reducers	....	6
Roving Machine Tenters	....	20
Roller Coverers	....	4
Mule Spinners	....	11
Mule Piecers	....	31
Tube Attendants—Women	....	1
Opener Tenters—Women	....	1
Mixing Cutters—Men	3	
—Women	1	
		4
Scouring Tublers	....	2
Tubler Dryers	....	4
Bobbinmen	....	10
Counts Wrappers	....	2
Side Piecers	....	63
Doffers	....	40
Doublers and Twisters	....	83
Reelers—Men	6	
—Women	47	
		53
Yarn Scourers and Dryers	....	4
Hankers—Men	7	
—Women	8	
		15
Bundlers	....	7
Berlin Yarn Packers—Men	27	
—Women	25	
		52
Winders—Women	....	40
Warpers	....	9
Drawers-In	....	5
Reachers	....	5
Weft Distributors	....	1
Beam Carriers	....	10
Sizers	....	1
Weavers—One Loom	164	
—Two-Loom	1	
		165

Occupation		No. of workers returned.
Chain Makers	....	1
Darners—Men	4	
—Women	21	
		25
Fringers—Women		43
Crabbers	....	10
Washers	....	12
Hydro Extractor Men	....	6
Millers	....	21
Tentering Machinemen		10
Raising Machinemen	....	12
Colour Mixers	....	1
Dye Vat Attendants	....	24
Top Dyers	....	2
Purchers—Men	9	
—Women	43	
		52
Cutting Machinemen	....	7
Blowing Machinemen	....	10
Brushing Machinemen	....	4
Damping Machinemen	....	4
Selvedge Minders—Women	....	2
Calendarmen	....	16
Cut-Lookers	....	5
Folders—Men	4	
—Women	45	
		49
Baling Pressmen	....	6
Stampers—Men	2	....
—Women	1	
		3
Coolies	....	72

Table No. II : Average Earnings and Attendance in the Textile Woollen Industry in the Bombay City Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Jobbers	T	21	94·9	1 11 4	43 12 0
,, ...	P	5	97·8	3 8 3	92 14 1
Teazers	T	1	96·3	0 15 6	25 3 0
Willow Machinemen	T	1	85·2	1 3 9	28 6 3
Garnet Machinemen	T	1	92·6	0 14 6	22 10 6
Rag Breakers	T	2	100·0	0 14 6	24 7 6
Card or Hopper Feeders ..	T	6	75·3	0 14 6	18 6 10
Lapmen	T	14	63·5	0 14 6	15 8 7
Condensermen	T	7	97·9	1 3 3	31 12 9
Fetlers and Card Cleaners ..	T	6	100·0	1 3 3	32 7 9
Spindle Gill-box Minders ..	T	7	77·2	1 6 0	28 10 10
Weigh-box Minders	T	2	100·0	1 6 0	37 2 0
Finishing Machine Attendants ..	T	3	100·0	1 6 0	37 2 0
Reducers	T	5	91·9	1 6 0	34 1 7
Roving Machine Tenters	T	13	96·6	1 5 7	35 2 8
Roller Coverers	T	2	83·3	1 4 3	28 7 8
Mule Spinners	T	8	95·4	1 6 0	35 6 6
Mule Piecers	T	20	77·2	1 0 6	21 8 0
Mixing Cutters	T	3	98·8	0 15 6	25 13 4
Scouring Tublers	T	2	96·3	0 15 6	25 3 0
Tubler Dryers	T	3	85·2	0 15 6	22 4 6
Bobbinmen	T	3	93·8	0 14 6	22 15 4
Counts Wrappers	T	1	100·0	0 14 10	25 0 0
Side Piecers	T	37	95·9	1 0 9	27 2 7
Doffers	T	20	94·4	0 12 9	20 4 11
Doublers and Twisters	T	40	94·9	1 0 6	26 5 10
Reelers—Women	T	29	94·6	0 13 0	20 11 5
Hankers—Women	T	7	98·4	0 13 0	21 8 6
Bundlers	T	5	96·3	0 14 6	23 9 0
Berlin Yarn Packers	T	20	93·3	0 14 8	23 1 0
Winders—Women	T	21	99·3	0 13 3	22 3 9
Warpers	P	7	84·7	1 12 3	40 5 7
Drawers-In	T	4	84·3	1 15 0	44 1 3
Reachers	T	4	82·4	1 4 3	28 2 7
Weft Distributors	T	1	100·0	1 4 3	34 2 9
Beam Carriers	T	4	99·1	1 1 2	28 11 4
One-loom Weavers	P	111	77·1	1 15 7	41 1 6
Darners—Men	T	1	100·0	1 14 6	51 7 6
Women	T	7	88·4	0 13 0	19 6 2
Fringers—Women	T	28	89·6	0 11 11	17 15 5
Crabbers	T	6	72·2	1 0 6	20 1 9
Washers	T	6	87·7	1 0 6	24 6 6
Hydro Extractor Men	T	2	96·3	1 0 6	26 13 0
Millers	T	14	87·6	1 0 6	24 6 1
Tentering Machinemen	T	7	93·1	1 1 1	26 12 7
Raising Machinemen	T	6	71·6	1 0 6	19 15 0
Dye Vat Attendants	T	8	95·8	0 14 6	23 7 2
Top Dyers	T	1	100·0	1 2 0	30 6 0
Purchers—Men	T	6	100·0	1 2 5	31 0 2
Women	T	43	91·1	0 11 9	18 1 1
Cutting Machinemen	T	3	96·3	1 1 4	28 2 1
Blowing Machinemen	T	4	70·4	1 0 6	19 9 6

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Brushing Machinemen	T	4	98·1	1 0 6	27 5 3
Damping Machinemen	T	2	61·1	1 0 6	*
Calendarmen	T	13	95·7	0 15 8	25 5 3
Cut-Lookers	T	3	98·8	0 15 0	24 15 11
Folders—Men	T	1	85·2	0 14 6	20 13 6
,, Women	T	40	74·4	0 11 9	14 11 11
Baling Pressmen	P	4	85·2	1 4 0	28 12 8
Stampers—Men	T	1	100·0	0 14 6	24 7 6
,, Women	T	1	96·3	0 13 0	21 2 0
Coolies	T	28	87·6	0 14 8	21 10 8
Workers in Occupations Common to All Factories.					
Firemen	T	5	98·5	1 8 3	40 5 3
Pumpmen	T	3	90·1	1 4 3	30 12 9
Oilmen	T	8	98·1	1 4 2	33 6 4
Ropemen	T	2	98·1	1 5 8	35 14 3
Electric Motormen	T	1	96·3	2 2 0	55 4 0
Superior Wiremen	T	1	100·0	2 8 9	68 12 3
Markers	T	1	100·0	1 11 3	45 15 0
Pattern Makers	T	1	100·0	2 5 9	63 11 3
Superior Machinists	T	2	98·1	2 3 10	59 5 9
Ordinary Machinists	T	1	100·0	1 3 10	33 8 6
Ordinary Blacksmiths	T	1	92·6	1 9 6	39 13 0
Hammermen	T	1	100·0	1 4 3	34 2 9
Tinsmiths	T	1	96·3	2 2 0	55 4 0
Superior Fitters	T	6	92·0	2 2 7	53 11 4
Motor and Lorry Drivers	T	1	100·0	2 3 7	60 0 0
Motor Cleaners	T	1	96·3	1 1 3	28 0 6
Superior Carpenters	T	9	89·3	2 1 9	50 14 4
Masons	T	2	98·1	2 5 5	62 0 2
Mochis	T	2	100·0	1 7 9	40 1 3
Weighers—Men	T	1	100·0	0 14 6	24 7 6
,, Women	T	1	100·0	0 13 0	21 15 0
Ordinary Apprentices	T	1	85·2	1 4 3	29 2 6
Ticket Boys	T	1	100·0	1 3 0	32 0 0
Naikins	T	1	100·0	0 15 3	25 11 9
Nawghanies	T	10	83·7	1 1 7	24 13 4
Mechanics' Assistants	T	3	95·1	1 1 2	27 7 10
Jamadars	T	2	100·0	1 3 4	37 8 0
Watchmen	T	13	94·3	0 15 5	28 2 2
Warehousemen	T	18	94·4	1 2 0	28 10 6
Sweepers	T	6	89·5	0 15 2	22 14 1

*Omitted owing to low percentage attendance and small number of workers returned.

Table No. III: Average Earnings and Attendance in the Textile Woollen Industry in the Bombay Suburban, Thana, Kolaba and Ratnagiri Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Head Jobbers	T	10	96·7	2 9 3	
Jobbers	T	13	95·2	1 7 8	
Teazers	T	2	92·6	0 13 2	
Garnet Machinemen	T	1	100·0	0 13 2	
Rag Breaking Machinemen	T	3	98·8	0 13 2	
Blenders—Men	T	3	67·9	0 13 2	
,, Women	T	2	87·0	0 9 6	
Card or Hopper Feeders, Woollen	T	3	64·7	0 13 0	
Card or Hopper Feeders, Worsted	T	2	94·7	0 14 9	
Lapmen	T	3	50·0	0 13 5	
Fetlers and Card Cleaners	T	11	93·2	1 6 1	
Can minders—Women	T	1	100·0	0 13 2	
First Preparers—Women	T	1	81·8	0 9 6	
Combers—Women	T	4	71·9	0 11 3	
Top Box Minders—Women	T	1	48·1	0 13 2	
Mixing Gill Box Minders—Women	T	4	75·0	0 10 4	
Double Spindle Gill-box Minders	P	2	68·5	1 12 10	
Weight-box Minders	P	2	72·2	1 8 11	
Finishing Machine Attendants	P	2	70·3	1 9 1	
Reducers	P	1	66·7	1 12 7	
Roving Machine Tenters	T	3	100·0	0 9 6	
,, ,,	P	4	73·1	1 8 2	
Roller Coverers	T	2	96·3	1 3 0	
Mule Spinners	T	3	82·6	1 1 1	
Mule Piecers	T	11	100·0	0 13 2	
Tube Attendants—Women	T	1	77·3	0 7 6	
Opener Tenters—Women	T	1	88·2	0 13 2	
Mixing Cutters—Women	T	1	100·0	0 9 6	
Tubler Dryers—Men	T	1	100·0	0 13 2	
Bobbinmen	T	7	82·0	0 13 5	
Counts Wrappers	T	1	100·0	1 3 0	
Side Piecers	T	26	57·5	1 1 6	
Doffers	T	20	74·1	0 7 7	
Doublers and Twisters	T	43	71·8	0 15 11	
Reelers—Men	T	6	57·4	0 9 5	
,, —Women	T	18	70·1	0 9 5	
Yarn Scourers and Dryers	T	4	100·0	0 13 0	
Hankers—Men	T	7	90·0	0 13 7	
,, Women	T	1	100·0	0 9 6	
Bundlers	T	2	96·3	1 2 4	
Berlin Yarn Packers—Men	T	7	100·0	0 11 4	
,, ,, ,, Women	T	25	69·2	0 11 3	
Winders—Women	P	19	91·8	0 10 0	
Warpers	P	2	74·1	1 7 5	
Drawers-In	T	1	81·4	1 6 8	
Reachers	T	1	70·4	0 15 5	
Beam Carriers	T	6	73·5	0 15 1	
Sizers	T	1	100·0	1 3 0	
Weavers—One-loom	P	53	100·0	1 14 2	
,, —Two-loom	P	1	100·0	0 9 5	
Chain Makers	T	1	100·0	2 9 6	
Darners—Men	T	3	96·3	1 2 11	

* No figures of monthly earnings are given here because the Thana mill remained closed for some days in the census month on account of engine trouble.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Darners—Women	T	4	88·0	0 14 5	
,, ,, ...	P	10	92·2	0 10 3	
Fringers ,, ...	P	15	100·0	0 7 4	
Crabbers	T	4	86·1	0 13 7	
Washers	T	6	80·1	0 13 7	
Hydro Extractor Men	T	4	89·1	0 13 2	
Millers	T	7	100·0	0 15 1	
Tentering Machinemen	T	3	95·1	0 14 5	
Raising Machinemen	T	6	100·0	0 13 9	
Colour Mixers	T	1	100·0	0 15 1	
Dye Vat Attendants	T	16	81·9	0 13 2	
Top Dyers	T	1	88·9	0 13 3	
Purchers	T	3	89·6	0 13 6	
Cutting Machinemen	T	4	95·6	0 14 4	
Blowing Machinemen	T	6	98·3	0 13 8	
Damping Machinemen ..	T	2	100·0	0 13 3	
Selvedge Minders—Women ..	T	2	98·1	0 9 6	
Calendarmen	T	3	50·0	0 13 2	
Cut-Lookers	T	2	48·1	0 14 8	
Folders—Men	T	3	90·1	0 13 2	
,, Women	T	5	94·8	0 9 6	
Baling Pressmen	T	2	74·1	1 0 11	
Stampers	T	1	100·0	0 15 1	
Coolies	T	44	77·8	0 12 9	
Workers in Occupations common to all factories.					
Steam Engine Drivers	T	1	100·0	2 2 1	66 0 0
Boiler Attendants—1st Class ..	T	1	100·0	1 14 2	58 8 0
,, ,, 2nd Class ..	T	1	100·0	1 7 3	45 0 0
Firemen	T	2	83·3	1 0 7	23 5 6
Oilmen	T	11	89·2	1 0 6	24 13 4
Ropemen	T	1	100·0	1 4 0	33 12 0
Superior Wiremen	T	1	100·0	2 9 3	80 0 0
Ordinary Wiremen	T	1	100·0	1 7 3	45 0 0
Ordinary Machinists	T	1	96·3	1 13 7	48 2 0
Ordinary Blacksmiths	T	1	55·6	1 13 7	*
Hammermen	T	1	100·0	0 13 11	23 8 0
Tinsmiths	T	1	92·6	2 3 2	55 0 0
Superior Fitters	T	5	100·0	2 6 5	64 14 0
Ordinary Fitters	T	1	100·0	1 7 1	39 0 0
Motor and Lorry Drivers ..	T	4	78·2	1 12 3	42 12 9
Motor Cleaners	T	2	64·5	0 12 9	*
Superior Carpenters	T	3	97·5	2 7 11	65 11 6
Ordinary Carpenters	T	1	100·0	1 10 8	45 0 0
Ordinary Tailors	T	3	100·0	1 5 6	36 4 5
Masons	T	1	100·0	1 14 3	51 0 0
Mochis	T	3	93·8	0 14 11	23 9 7
Measurers	T	3	87·7	1 5 3	31 7 3
Ticket boys	T	2	90·3	0 14 10	25 14 3
Packers, Wrappers and Labellers ..	T	2	98·1	1 4 7	34 0 8

*Omitted owing to low percentage attendance and small number of workers returned.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.			Average monthly earnings.		
				Rs.	a.	p.	Rs.	a.	p.
Mukadams	T	4	99·1	1	5	8	37	8	4
Naikins	T	1	96·3	1	3	2	31	2	0
Nawghanies	T	6	88·3	1	1	9	26	7	9
Fire Brigademen	T	2	96·8	0	15	0	28	3	0
Jamadars	T	2	100·0	1	4	7	34	0	0
Watchmen	T	14	91·0	0	12	11	22	11	9
Warehousemen	T	3	93·8	0	13	9	21	13	4
Watermen	T	1	100·0	0	7	9	15	0	0
Sweepers—Men	T	7	93·3	0	10	5	16	13	2
,, Women	T	9	88·8	0	7	11	12	5	0

SECTION IV.

Textiles—Hosiery.

WAGES, HOURS OF WORK AND CONDITIONS OF EMPLOYMENT IN THE TEXTILE HOSIERY INDUSTRY.

Labour in the Industry.

The textile hosiery industry in the Bombay Presidency is concentrated mainly in the City of Ahmedabad which during the census year had five factories employing 915 men and 137 women or 1,052 workpeople in all. Bombay City had two hosiery factories with 101 men and 21 women and the Bombay Suburban, Thana, Kolaba and Ratnagiri area had only one with 45 men and 8 women. Out of the total number of 1,227 persons employed in this industry information regarding wages was received in the census forms for only 922 operatives in all. Of these 922 operatives, 848 were engaged on the "process" side of the industry and 74 were returned in engineering occupations and in occupations common to all factories. No children are employed in this industry. Table No. I at the end of this section gives the occupational distribution of process workers in the industry.

Recruitment is almost entirely through jobbers and mukkadams but three concerns stated that all workers were engaged either by the Manager himself or by one of the Masters. Except for two hosiery factories in Ahmedabad which employed 64 substitutes in all during the census month, none of the other factories in this industry employs *badli* labour. Thirteen workers in all were reported to have given up their jobs during May 1934 which gives a labour turnover of 1·6 per cent. per month or nearly 20 per cent. per annum for the industry as a whole.

Payment of Wages and Conditions of Employment.

Except in the case of two factories in Ahmedabad which had fixed rates of wages, the principal factors influencing fixation of wages in this industry are standards of personal efficiency of the individuals to be employed or demand and supply, or the rates paid in other factories in the area concerned. Except for one concern in Ahmedabad which pays *moghwari* or dearness of food allowances of Re. 1 per *hapta* of 16 days to all workers in the blow, card and frame departments and to doffers and of Rs. 1-10-0 per *hapta* to workers in the spinning department, all rates of wages are consolidated. Two factories in Ahmedabad give good attendance bonuses ranging from 4 annas per half *hapta* of 8 days to doffers to 8 annas per half *hapta* to all other time rated workers in "process" departments. One factory in the same area gave efficiency bonuses ranging from ten to thirty per cent. of earnings to most categories of piece priced workers. The remaining concerns do not grant bonuses in addition to wage rates. Except for the necessary overtime to be worked by persons in exempted occupations there was no overtime work in the hosiery industry during the census month.

Two concerns in Ahmedabad had *haptas* of 16 days each as the wage period for most occupations on the process side. Payment of wages in

these cases was effected within six to ten days after the end of each *hapta*. The wage period in the case of the monthly paid workers in these two concerns and also for all operatives in the other six factories was the English calendar month. In the case of two units employing fifty workers in all payment of wages was delayed by 16 to 20 days but in the other cases it was effected within ten to fifteen days. Three concerns granted no advances. Two of the five concerns which did charged interest on all advances at the rate of half an anna per rupee per *hapta* or one anna per rupee per month. The rate of interest in the last case worked out at a minimum of 75 per cent. It might be and usually is more as the actual rate depends on the day of the month when the advance was taken.

All the three concerns in the Bombay Suburban, Thana, Kolaba and Ratnagiri area and in Bombay City calculate earnings from monthly rates of pay on the basis of working days in the month. In all the five concerns in Ahmedabad monthly rates are calculated on the basis of all the days in a month and various conditions are attached to the earning of a hypothetical pay for Sundays and holidays. In one case a worker must be present on both the preceding and the succeeding day. In three cases he must be present on either. In the last case, a worker is not paid for a Sunday, if he is absent on either the preceding or the succeeding day unless with permission.

As regards discipline only one concern in this industry reported that certain nominal rules regarding conduct had been framed. The remaining concerns had no rules. There was no fining in concerns in Bombay City and in the Bombay Suburban, Thana, Kolaba and Ratnagiri area and in one concern in Ahmedabad. In the four concerns in Ahmedabad City which imposed fines, the total amount recovered during the census month was Rs. 7-12-0 for 27 cases of fining which gives an incidence of four annas seven pies per instance. There were no limits to fining and all fines were appropriated to the credit of the wages account. Unauthorised absence except in cases where it is habitual was only penalised by a *pro rata* cut in wages. As far as late attendance is concerned the practice varies from shutting out all late comers for the whole day or till after the noon recess up to cutting a half day's pay if admission is granted after certain specified periods of grace which range from ten minutes to one hour.

No unit in the textile hosiery industry grants any pensions or retirement gratuities and no unit has provided either a provident fund or a co-operative society for the benefit of its workers.

Shifts, Hours of Work and Leave.

Two units in Ahmedabad which between them employed 207 workers in all worked two shifts of ten hours each. The remaining concerns in this industry worked day shifts of ten hours in four cases and of 9½ hours in two cases. In one of the four cases mechanics were permitted to work for 9½ hours. Fifty-three workers in all had a fifty-seven hour

week and 873 had a 60 hour week. The rest interval in all cases was one of an hour at noon and Sunday was uniformly observed as the weekly holiday. No leave with pay is granted to any category of workers in this industry.

Welfare Work.

Hosiery factories in Bombay City and in the Bombay Suburban, Thana, Kolaba and Ratnagiri area do not provide housing for any classes of their workers. Four out of the five factories in Ahmedabad house twenty-two watchmen free of rent. Two of these four concerns had also provided a few tenements for such of their workers as wished to take advantage of them. The total number of these tenements was 19 and the rent charged by one concern was Rs. 4 per month per tenement. One concern in Ahmedabad City had provided a canteen, a rest room and three tiffin sheds. Another concern in the same centre had a tea shop and two tiffin rooms. With the exception of the cases cited no other concern in this industry had made provision for tea shops, rest shelters or tiffin rooms.

As far as medical aid is concerned, two concerns reported that first-aid requisites were maintained. One factory in the Bombay Suburban, Thana, Kolaba and Ratnagiri had all sick workers treated free of charge by a private doctor. No other arrangements for medical aid were reported.

No concern in this industry had made any provision for vocational training, education or recreation.

Rates of Wages, Earnings and Attendance.

One of the two hosiery factories in Bombay City reported that wages in 1934 were about 20 per cent. higher than in the pre-war year. The second gave no information on the subject. The factory in the Bombay Suburban, Thana, Kolaba and Ratnagiri area which fixes all rates on the standards of personal efficiency of the individuals who are entertained for employment stated that no comparison is possible between any two different periods because individual rates vary widely. The same concern grants annual increments dependent on the merits of each case. Only one of the five hosiery factories in Ahmedabad City was in existence in 1914. This concern reported that wages were about 75 to 125 per cent. higher in the census year as compared with the pre-war period. Two factories which were started in 1924 and 1932 respectively stated that there were no changes in rates since starting. Another which was started in 1929 reported that owing to a dearth of the type of labour required it was compelled to raise wages by ten to fifteen per cent. in 1932 in order to attract a better and a more stable type of worker. The last which was started in 1932 merely reported that " small increases are given ".

The distribution of the operatives in the textile hosiery industry according as they were paid on time or piece rates of wages was as follows :—

Distribution of Operatives in Textile Hosiery Industry as they were on Time or Piece Rates.

Areas.	Men.		Women.	
	Time.	Piece.	Time.	Piece.
Bombay City	85	33	24	1
Bombay Suburban, Thana, Kolaba and Ratnagiri.	31	10	8	..
Ahmedabad City	601	63	57	9
Total ..	717	106	89	10

Tables Nos. II, III and IV set out the averages of percentage attendance, daily earnings and monthly earnings for all monthly paid groups in all occupations to be found in this industry for each of the three areas in which hosiery factories are located. The most important occupations in this industry are winders, knitters and sewers. The following table sets out the average daily earnings in these occupations :—

Average Daily Earnings in Some Important Occupations in the Textile Hosiery Industry.

Occupations.	Average Daily Earnings in		
	Bombay City.	Bombay Suburban, Thana, Kolaba and Ratnagiri area.	Ahmedabad City.
	Rs. a. p.	Rs. a. p.	Rs. a. p.
Winders—Men—Time ..	....	....	0 9 7 (33)
„ „ Piece ..	....	....	0 11 6 (12)
„ Women—Time ..	0 13 1 (8)	0 6 7 (8)	0 9 1 (10)
„ „ Piece ..	....	....	0 11 5 (9)
Knitters—Men—Time ..	1 3 2 (18)	0 12 7 (5)	0 12 2 (94)
„ „ Piece ..	1 0 5 (30)	....	....
„ Women—Time ..	0 12 0 (1)	....	....
„ „ Piece ..	0 15 1 (1)	....	....
Sewers—Men—Time ..	2 0 0 (24)	....	0 10 7 (136)
„ „ Piece ..	....	1 5 2 (10)	1 3 6 (48)
„ Women—Time ..	0 10 0 (1)	....	0 8 2 (3)

Average daily earnings in the three chief occupations in this industry vary widely in the three areas where hosiery factories are to be found. Time rated male sewers in Bombay City earned as much as Rs. 2 per day whereas the similar group in Ahmedabad earned only 10 annas 7 pies per day but piece priced male sewers of whom there were none in Bombay earned Rs. 1-3-6 per day in the latter area. Time rated women winders earned 6 annas 7 pies per day in the Bombay Suburban, Thana, Kolaba and Ratnagiri area as against 9 annas 1 pie in Ahmedabad and 13 annas 1 pie in Bombay. Time rated male knitters earned between twelve and thirteen annas a day both in Ahmedabad and in the Bombay Suburban, Thana, Kolaba and Ratnagiri area as against Rs. 1-3-2 per day in Bombay.

The general averages of daily earnings in all occupations in the textile hosiery industry are set out in the following table :—

General Averages of Daily Earnings in All Occupations in the Textile Hosiery Industry.

Areas.	Men.	Women.	All adult operatives.
	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	1 5 7 (118)	0 13 3 (25)	1 4 1 (143)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	0 12 8 (41)	0 6 7 (8)	0 11 7 (49)
Ahmedabad City	0 12 10 (664)	0 9 2 (66)	0 12 6 (730)
Presidency Proper	0 14 1 (823)	0 10 1 (99)	0 13 8 (922)

The wide variations in rates as between area and area, which were commented upon earlier are brought out in a very striking manner in the figures of general averages of daily earnings given in the above table. It will be observed that whereas all adult operatives in hosiery factories in Bombay City earned an average of Rs. 1-4-1 per day, the earnings in the other two areas were round about 8 annas per day less. The Presidency average was 13 annas 8 pies per day.

The following table sets out the general averages of percentage attendance in this industry :—

General Averages of Percentage Attendance in the Textile Hosiery Industry.

Areas.	Men.	Women.	All adult operatives.
	Per cent.	Per cent.	Per cent.
Bombay City	79·5	84·4	80·3
Bombay Suburban, Thana, Kolaba and Ratnagiri..	73·1	79·2	74·1
Ahmedabad City	86·9	87·5	87·0
Presidency Proper	85·0	85·8	85·1

Absenteeism is very high in the textile hosiery industry in all areas. In the Bombay Suburban, Thana, Kolaba and Ratnagiri area it was as high as 25·9 (100—74·1) per cent. in May 1934. The figure of percentage absenteeism for the whole industry is 14·9.

The following table sets out the general averages of percentage attendance in this industry :—

General Averages of Percentage Attendance in the Textile Hosiery Industry.

Areas.	Men.	Women.	All adult operatives.
	Per cent.	Per cent.	Per cent.
Bombay City	79·5	84·4	80·3
Bombay Suburban, Thana, Kolaba and Ratnagiri..	73·1	79·2	74·1
Ahmedabad City	86·9	87·5	87·0
Presidency Proper	85·0	85·8	85·1

Absenteeism is very high in the textile hosiery industry in all areas. In the Bombay Suburban, Thana, Kolaba and Ratnagiri area it was as high as 25·9 (100—74·1) per cent. in May 1934. The figure of percentage absenteeism for the whole industry is 14·9.

Table No. I: Occupational Distribution of Process Workers in the Textile Hosiery Industry in the Bombay Presidency.

Occupation.	Number of workers returned.	
Head Jobbers	6	
Jobbers	16	
		22
Winders—Men	45	
Women	41	
		86
Knitters—Men	147	
Women	2	
		149
Cutters		59
Button Stitchers—Men	19	
Women	27	
		46
Pocket Stitchers		2
Sewers—Men	218	
Women	4	
		222
Darners—Men	7	
Women	12	
		19
Calendarmen		39
Hand Ironing Men		29
Bleachers and Dyers		80
Cut-Lookers and Examiners		14
Folders—Men	19	
Women	5	
		24
Bundlers—Men		25
Packers—Men	4	
Women	1	
		5
Paper Box-making Machinemen		1
Coolies—Men	21	
Women	5	
		26

Table No. II : Average Earnings and Attendance in the Textile Hosiery Industry in the Bombay City Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives.				Rs. a. p.	Rs. a. p.
Head Jobbers	T	1	96·0	2 8 0	60 0 0
Winders—Women	T	8	84·4	0 13 1	18 4 2
Knitters—Men	T	18	86·2	1 3 2	27 15 0
,, ...	P	30	83·5	1 0 5	22 14 11
Women	T	1	96·2	0 12 0	18 13 0
,, ...	P	1	92·6	0 15 1	23 10 0
Cutters	T	6	45·7	2 8 4	31 1 4
Button Stitchers—Women ..	T	10	81·5	0 14 1	19 6 4
Sewers—Men	T	24	79·0	2 0 0	42 7 10
Women	T	1	84·0	0 10 0	13 2 0
Darners—Men	T	2	100·0	1 4 3	34 2 9
Women	T	3	82·7	0 8 7	11 1 4
Calendarmen	T	8	81·9	1 1 3	23 13 0
Hand Ironing Men	T	1	100·0	1 0 0	27 0 0
,, ,, ,, ...	P	3	94·7	0 13 6	20 0 0
Bleachers and Dyers	T	6	54·3	0 15 2	*
Cut-Lookers and Examiners ..	T	14	71·7	1 3 10	23 15 9
Packers—Women	T	1	100·0	1 4 6	32 0 6
Paper Box-making Machinemen ..	T	1	88·9	1 12 0	42 0 0
Coolies	T	2	100·0	1 3 3	32 8 0
Workers in Occupations common to all factories.					
Mochis	T	1	96·3	1 8 0	39 0 0
Watchmen	T	1	100·0	0 15 6	30 0 0

* Omitted owing to low percentage attendance and small number of workers returned.

Table No. III : Average Earnings and Attendance in the Textile Hosiery Industry in the Bombay Suburban Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives.				Rs. a. p.	Rs. a. p.
Winders—Women	T	8	79·2	0 6 7	8 12 5
Knitters	T	5	83·0	0 12 7	17 10 1
Cutters	T	1	88·9	0 12 0	18 0 0
Sewers	P	10	62·2	1 5 2	22 4 2
Calendarmen	T	1	92·6	1 2 0	28 2 0
Hand Ironing Men	T	2	63·0	0 7 11	8 7 0
Bleachers and Dyers	T	4	92·6	0 10 11	17 1 6
Folders	T	15	66·9	0 6 2	6 15 9
Workers in Occupations common to all factories.					
Superior fitters	T	1	92·6	1 12 1	43 14 6
Ordinary carpenters	T	1	100·0	1 4 0	33 12 0
Packers, Wrappers and Labellers ..	T	1	85·2	0 11 9	16 14 0

Table No. IV : Average Earnings and Attendance in the Textile Hosiery Industry in the Ahmedabad City Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p
Head Jobbers	T	5	100·0	1 15 1	52 6 5
Jobbers	T	16	91·2	1 5 2	32 9 9
Winders—Men	T	33	78·6	0 9 7	..
,, ...	P	12	95·2	0 11 6	..
Women	T	16	96·4	0 9 1	..
,, ...	P	9	86·5	0 11 5	..
Knitters	T	94	75·3	0 12 2	..
Cutters	T	52	88·3	0 12 0	..
Button Stitchers—Men	T	19	94·9	0 8 4	13 6 3
Women ..	T	17	72·9	0 8 6	..
Pocket Stitchers	T	2	74·1	0 12 3	15 5 3
Sewers—Men	T	136	83·0	0 10 7	..
,, ...	P	48	90·8	1 3 6	..
Women	T	3	84·0	0 8 2	11 9 4
Darners—Men ..	T	5	97·8	0 9 3	15 4 10
Women	T	9	92·7	0 9 1	..
Calendarmen	T	27	91·7	0 10 5	..
,, ...	P	3	100·0	0 15 3	..
Hand Ironing Men	T	23	85·7	0 9 10	..
Bleachers and Dyers	T	70	87·7	0 11 6	..
Folders—Men	T	4	97·6	0 13 8	..
Women	T	5	100·0	0 11 1	..
Bundlers	T	25	97·1	0 10 5	..
Packers	T	4	100·0	0 9 11	16 11 0
Coolies—Men	T	19	95·1	0 11 1	..
Women ..	T	5	91·4	0 10 5	..
Workers in Occupations Common to all Factories.					
Steam Engine Drivers	T	1	44·4	1 7 3	17 6 9
Oil Engine Drivers	T	4	97·2	1 3 5	31 14 8
Boiler Attendants, 2nd Class ..	T	3	97·5	2 6 6	63 5 4
Firemen	T	6	95·7	1 0 8	26 14 10
Pumpmen	T	1	100·0	0 10 8	18 0 0
Oilmen	T	12	90·7	1 3 1	29 3 5
Ropemen	T	1	100·0	1 4 9	35 0 0
Ordinary Wiremen	T	1	100·0	1 13 8	50 0 0
Ordinary Machinists	T	1	51·9	1 8 0	*
Superior Blacksmiths	T	1	100·0	2 4 2	61 0 0
Ordinary Blacksmiths	T	1	100·0	1 13 2	49 3 3
Superior Fitters	T	1	92·6	1 12 5	44 5 6
Ordinary Fitters	T	3	100·0	1 1 2	29 0 0
Superior Carpenters	T	1	100·0	2 3 7	60 0 0
Ordinary Carpenters	T	3	92·6	1 6 8	35 7 3
Mochis	T	1	100·0	1 1 9	30 0 0
Jamadars	T	1	100·0	0 14 0	27 0 0
Watchmen	T	17	96·8	0 10 2	17 14 0
Lampmen	T	2	100·0	0 3 10	7 0 0
Cartmen	T	1	100 0	0 11 10	20 0 0
Watermen—Men	T	1	100·0	0 3 7	6 0 0
Women	T	1	100·0	0 5 11	10 0 0
Sweepers—Men	T	4	100·0	0 6 9	12 4 0
Women	T	1	100·0	0 7 1	12 0 0

* Omitted owing to low percentage attendance and small number of workers returned.

GENERAL APPENDIX

APPENDIX A.

GROUP A : WHITE FORM FOR MEN ON TIME RATES OF WAGES.

General Wage Census, 1934.

PART I COVERING ALL PERENNIAL FACTORIES IN THE BOMBAY PRESIDENCY (EXCLUDING SIND) FOR MAY 1934.

(Forms returnable to the Commissioner of Labour, Secretariat, Bombay.)

(Please read the instructions† very carefully.)

This information should be filled on every form.

Name of concern — *Industry*

Town — *Occupation*

District — *Number of working days (excluding Sundays and holidays) during the month of May 1934 for the above occupation*

[Please give the details below (in ink) for each individual operative on separate lines.]

Muster, serial or ticket number.	Actual number of days worked by the operative shown in column 1.	Rate of wages.		Earnings less fines (excluding overtime) (*see* note in instructions).	Value of damaged material handed over to the operative, if any.	Remarks.
		Amount.	per*			
1	2	3	4	5	6	7
		Rs. a. p.		Rs. a. p.	Rs. a. p.	
		UNDER NO				
		CIRCUMSTANCES				
		SHOULD OPERATIVES				
		IN MORE THAN ONE				
		OCCUPATION BE ENTERED				
		ON THE SAME FORM OR A				
		CONTINUATION FORM				
		USED FOR A				
		PARTICULAR OCCUPATION				

* Here *insert* hour, day, week, fortnight or month as the case may be for time rates.

†(The instructions are printed at pages 237 and 238.)

THESE FORMS SHOULD NOT BE FOLDED—PLEASE KEEP THEM FLAT AND RETURN THEM IN THE SPECIAL ENVELOPE PROVIDED FOR THE PURPOSE.

APPENDIX A—*contd.*

GROUP B : BLUE FORM FOR MEN ON PIECE RATES OF WAGES.

General Wage Census, 1934.

PART I COVERING ALL PERENNIAL FACTORIES IN THE BOMBAY PRESIDENCY (EXCLUDING SIND) FOR MAY 1934.

(Forms returnable to the Commissioner of Labour, Secretariat, Bombay.)

(Please read the instructions very carefully.)*

This information should be filled on every form.

Name of concern — *Industry*

Town — *Occupation*

District — *Number of working days (excluding Sundays and holidays) for the above occupation in the day "hapta" falling in the month of May 1934 from the to the*

[Please give the details below (in ink) for each individual operative on separate lines.]

Muster, serial or ticket number.	Actual number of days worked by the operative shown in column 1.	Earnings less fines (excluding overtime) (*see* note in instructions).	Value of damaged material handed over to the operative, if any.	Remarks.
1	2	3	4	5
		Rs. a. p.	Rs. a. p.	
		UNDER NO		
		CIRCUMSTANC	ES	
		SHOULD OPERAT	IVES	
		IN MORE THAN	ONE	
		OCCUPATION BE EN	TERED	
		ON THE SAME FOR	M OR A	
		CONTINUATION F	ORM	
		USED FOR A		
		PARTICULAR OCCU	PATION	

*(The instructions are printed at pages 237 and 238.)

THESE FORMS SHOULD NOT BE FOLDED—PLEASE KEEP THEM FLAT AND RETURN THEM IN THE SPECIAL ENVELOPE PROVIDED FOR THE PURPOSE.

INSTRUCTIONS.

1. *General.*—The detailed information called for in this form is required for every individual operative and for every member of the supervisory and clerical staff. Space is provided on each form for entries in respect of fourteen persons only. Entries for more than fourteen persons should not be made on the same form but one or more continuation forms should be used for the purpose. Continuation forms should not be numbered and every form should be completely self contained, i.e., the entries, re: "Name of Concern", "Town", "District", "Occupation" and "Number of working days in the pay period" should be filled on every form. The forms should not be folded and should be returned in the special envelope provided for the purpose.

2. *Sex, Age and Payment Groups.*—The forms are printed for two main groups of operatives and in five different colours for each group. Group A forms are for all operatives who are paid monthly (time or piece) or bimonthly (time or piece) and also for operatives in a month which is not a calendar month, e.g., a month beginning from the 9th May and ending on the 8th June or the Hindu calendar month. "Bimonthly" means where there are two wage-periods in a month running from the 1st to the 15th and from the 16th to the end of a calendar month. Group B forms are for operatives who are paid for periods or "haptas" of 35, 28, 16, 14, 8 or 7 days. For both groups, white forms are to be used for adult males on time rates of wages, blue forms for adult males on piece rates, pink forms for adult females on time rates, green forms for adult females on piece rates and yellow forms for children or half-timers. For operatives in bimonthly pay periods the figures for number of days worked and earnings for each operative for the two periods should be totalled and the entries should be made in Group A forms. Where a month is not a calendar month please take the pay period which has the greatest number of days in the month of May. For workers paid by "haptas," Group B forms should be used and the figures for number of days worked and earnings should only be for one "hapta." In selecting the "hapta" for particular groups of operatives that "hapta" which falls entirely in the month of May should be taken; and if there are two or more complete "haptas" in the month of May the earliest "hapta" should be selected. **In each case please use the right coloured form.** Thus, if there are fifteen operatives in a stated occupation of whom three men and four women are paid bimonthly on time rates of wages and two men and six women are paid at piece rates for 16-day "haptas," combine the figures for the two wage-periods in the first case using a Group A white form for the men, a Group A pink form for the women; and give the figures for only one "hapta" in the second case, using a Group B blue form for the men and a Group B green form for the women.

3. *Occupations.*—Standard lists of occupations have been prepared for each trade and industry. Two copies of the complete lists for all industries have been sent with the forms. The instructions re: designating certain occupations, especially supervisory posts, and grouping are given in a profatory note in the standard lists and should be studied very carefully. The first industry group in the list is "Engineering and Metal Trades including Electricity and Gas Generating and Refrigeration Plants, Saw Mills, Stone Crushing Plants, Ordnance and Ammunition Factories, Water Pumping Stations *and occupations common to all factories.*" Every factory has certain occupations which are to be found in this group. Please therefore examine the first group in addition to the group of occupations for the particular industry to which your factory belongs. In describing occupations no terms should be used which are not to be found in the standard list. **Separate forms or sets of forms should be used for each different occupation.** Thus, "superior fitters" and "ordinary fitters" are two distinct occupations and they should not be brought on to the same form. Please study the standard list very carefully for dividing certain occupations into two or more grades, e.g., "special", "superior" and "ordinary."

4. *Number of Days Worked.*—What is required here is the actual number of days for which the operative whose ticket number is shown in the first column has worked during the month of May or in any shorter wage-period in that month irrespective of the fact whether holidays or leave with pay are granted or not. Where a short day, i.e., a Saturday or any other day, is worked during the week and the rates of wages for the short day are the same as for a full day, the short day should be counted as a full day. When wages are calculated on the basis of total number of hours worked the total number of hours worked should be divided by the average daily hours worked in a full week, e.g., where the hours per week are 48 distributed in an 8½ hour day from Mondays to Fridays and 5½ hours on Saturdays, the average daily hours would be 8. **Sundays and holidays which are paid for should not be included in the figure given for the number of days worked in column 2.** Overtime hours should be excluded in calculating number of days worked in the last case.

5. *Rates of Wages.*—Where *time rates* are calculated on a basic rate *plus* a percentage, dearness or war allowance and/or a percentage for a cut **the figures to be entered for rates of wages should be the consolidated rate** after providing for the increase and/or the decrease. No information about rates is required for operatives on piece rates.

6. *Earnings.*—" Earnings " in column 5 *include* wages earned from basic rates of pay and all allowances such as dearness of food or grain allowances, good attendance bonus, earnings from double substitute or double *badli* work, pay for holidays or leave with pay, cash payments for travelling allowances and house rent less disciplinary fines but *exclude* value of free housing provided, free railway passes and overtime. No deductions on account of provident funds, club fees, medical attendance, housing or any other amenities provided by the employer, etc. should be made. **Please do not deduct the value of damaged material handed over to the operative for which a deduction has been made from his wages from the figure entered in the form for " earnings " but enter the amount of such deduction in the separate column provided for it.**

7. *Substitutes.*—No information is required for employees on leave for the whole of the pay period taken or for casual temporary substitutes but if a worker leaves permanently during a pay period and is replaced by another, the figures for earnings and number of days worked by the permanent worker and by the worker who replaces him should be totalled and shown as for one operative.

APPENDIX B.

GENERAL WAGE CENSUS, 1934-35



Labour Office

Government of Bombay

PART I—COVERING ALL PERENNIAL FACTORIES IN THE BOMBAY PRESIDENCY (EXCLUDING SIND) FOR MAY 1934

GENERAL QUESTIONNAIRE

regarding

NUMBERS EMPLOYED, HOURS OF WORK, CONDITIONS OF LABOUR AND WELFARE ACTIVITIES

FORM RETURNABLE TO THE COMMISSIONER OF LABOUR, SECRETARIAT, BOMBAY

Name of Concern _____

Town _____

District _____

Industry Group _____

BOMBAY
PRINTED AT THE GOVERNMENT CENTRAL PRESS
1934

Questions.

Answers.

A. NUMBERS EMPLOYED.

Please fill in the table opposite regarding total numbers of staff and workers employed on 1st May 1934 for all shifts.

(In centres and factories for which a different month is to be taken for the purposes of the census, the figures should relate to the month for which the census forms are filled in.)

		Number employed.
Officers		
Clerks (the whole clerical establishment).		
Workpeople :—		
Men ..	On Time Rates ..	
	On Piece Rates ..	
Women.	On Time Rates ..	
	On Piece Rates ..	
Children or Half-Timers ..		

B. LABOUR TURNOVER.

1. What was the total number of permanent hands who left your factory during May 1934 either of their own choice or on account of retirement or dismissal ?

(Workers who proceeded on leave should not be included in the above figures.)

2. What was the total number of substitutes or *badlis* employed during the month of May 1934 in place of workers absent temporarily ?

(One *badli* should not be counted twice.)

C. RECRUITMENT OF LABOUR.

Do you recruit your labour—

(*a*) through a special officer ?

(*b*) through Mukkadams, Jobbers or Foremen ? or

(*c*) through any other agency ?

D. PERIODS AND METHODS OF WAGE PAYMENT.

Pay period.	Number of workers.	Number of days elapsing between completion of pay period and payment of wages.

1. What are the normal period of wage payments in your factory ; i.e., are wages paid monthly, bimonthly (for periods from the 1st of a calendar month to the 15th and from the 16th to the end of the month), weekly, or for periods of 8, 14, 16, 28 or 35 days ? In each case please specify the number of workers in each pay period and the number of days elapsing between the end of the wage period and the date of payment.

2. Where the month is the normal pay period do you adopt the English calendar month, the Hindu month or a month which is not a calendar month, e.g., a month beginning from the 25th of one month and ending on the 24th of the next month ?

3. Do you grant advances to your workmen against wages ; and, if so, what rates of interest, if any, do you charge on these advances ?

4. Please describe, in brief, the principles which you follow in fixing wage rates ; i.e., are the rates you pay merely dependent on demand and supply of the type of labour required or are your rates fixed rates ?

Questions. *Answers.*

5. In all cases where rates are fixed, both for time rates and for piece rates of wages, please specify the increases or decreases which have been effected in these rates since 1914; and, in cases, where factories have been started since 1914, the increases or decreases in the rates since the starting of the factory.

6. Are rates of wages in your factory consolidated rates or do you have basic rates plus War, Dearness, *Moghwari* or Grain allowances? In the latter case please give exact details of these additions and the conditions under which these additions can be earned.

7. Do you give bonuses, in addition to rates, for (*a*) good work; (*b*) good attendance; or (*c*) for any other purpose? In each case please specify the amounts of these bonuses and the conditions under which they can be earned.

8. In cases where rates are not hourly rates or daily rates, please describe the method adopted in calculating wages. For example, in cases where you have monthly time rates, say Rs. 27 a month, are the earnings for numbers of days worked calculated on the basis of working days in the month or all the days in the month including Sundays and holidays? In the latter case what are the conditions attached to pay being allowed for Sundays and holidays?

Note.—The daily rate of pay in a 31-day month with 27 working days for a worker on Rs. 27 per month would be Re. 1 per day if the rate is calculated on the basis of working days and about 14 annas a day if the rate is calculated on the basis of number of days in a month. If pay for Sundays is not given in the latter case to workmen who are absent for any one or more days in a week or on a Saturday a worker who is absent for one day loses Rs. 1-12-0 or two days' wages at 14 annas a day whereas in the former case he only loses Re. 1.

E. HOURS OF WORK AND SHIFTS.

1. How many shifts do you work in your factory?

2. Please specify the exact times of work or hours of work and rest intervals for each shift, separately for the clerical establishment and for each group of workmen,—men and women,—and for the mechanical department where hours of work are different to those for process operatives. Where hours of work are different on Saturdays please give exact details.

Questions. *Answers.*

3. Which is the normal closing day in the week for your factory?

4. If your factory is a continuous process factory what arrangements are made for granting rest days and at what intervals are these rest days given?

5. What is the method which you adopt in calculating overtime; i.e., is overtime calculated on the basis of daily hours, weekly hours or monthly hours? Please specify the departments or groups of workmen who are regularly called upon to work overtime; and in each case please give the rates of overtime allowances granted.

6. If possible, please give the numbers of workers who were called upon to work overtime during the month of May 1934 and the aggregate number of overtime hours worked by them.

7. Have you any system of granting leave to your workers with or without pay? If any definite rules are laid down please attach a copy of these rules. If no rules have been made please describe the system adopted for granting leave.

F. FINES AND PENALTIES.

1. Have you laid down any definite rules regarding conduct? If so, please attach a copy of these rules.

2. Where standing orders or rules have been framed what measures are taken to bring these rules to the notice of the workers employed?

3. Do you fine your workpeople? If so, have you laid down any limits beyond which the workers should not be fined.

4. Please give the number of cases in which fines were inflicted during the month of May 1934, and the aggregate amount of such fines.

5. How is unauthorised absence dealt with?

6. How do you deal with late attendance and what is the method you follow in reckoning wages for partial attendance?

7. Do you have the *double khadda* system in your factory; i.e., are workers called upon to forfeit two days' wages for each day's unauthorised absence?

Questions. *Answers.*

8. Do you hand over damaged material to your workers and deduct the cost of such material from the workers' wages? If so, is the deduction made at manufacturing cost or selling price?

9. In what manner are fines utilised? Have you a special fines fund; and if so, what use is the fund put to?

G. FIRST AID AND MEDICAL.

1. What measures have been taken in your factory to provide first aid in case of accidents and injuries?

2. Have you a hospital or a dispensary attached to your factory; and, if so, what arrangements have you made for medical attendance?

3. Are any deductions made from the workers' wages for medical aid? If so, please specify the amounts of these deductions.

H. HOUSING.

1. Have you made any arrangements for the housing of your employees? Please give brief details of the arrangements made separately for Officers, Clerks, Watchmen and Workers.

2. Where housing is provided, please give the number of tenements provided and the rents charged for each class of tenement; and please also state whether the rents charged are economic rents or rents below economic value.

3. Are any special house rent and/or travelling allowances granted in cases where housing is not provided? If so, please give exact details.

I. EDUCATIONAL FACILITIES.

1. Have you made any arrangements for providing vocational training to your workers? If so, please describe them in full.

2. Have you established any schools for—

(*a*) your operatives and/or
(*b*) the workers' children?

If so, please give full details and the average numbers attending the classes provided.

Questions. *Answers.*

J. RECREATION.

1. Have you provided any facilities for recreation for your staff and workers ? In each case please give full details.

K. CRECHE, REST ROOMS AND DINING SHEDS.

1. Have you established a creche in your factory for the children of your female employees ? If so, please state the number of nurses and ayahs provided and the arrangements made for feeding the children kept in them.

2. Have you provided any canteens for refreshments, rest shelters or dining rooms for your workers ? If so, please give details.

L. INSURANCE AND FINANCIAL AID.

1. Have you established any system of sickness insurance in your factory ? If so, please give details and attach a copy of the rules framed, if any.

2. Have you established a Provident Fund or Funds for the benefit of your Superior and clerical staffs and/or your workers ? If so, please give details as to the contributions to be made by the workers and the employers, the rates of interest allowed and the arrangements made for the security of such Funds.

3. Have any Co-operative Societies been established for the benefit of your workers ? If so, please state whether these societies have been formed and are controlled by the employers, the workers or by representatives of both the employers and the workers.

4. Have you any system of paying gratuities to your workers after specified periods of service ? If so, please give full details.

M. TRADE UNIONISM AND WORKS COMMITTEES.

1. Have your workers formed a Trade Union ? If so, what percentage of your workers are members of such a union ?

2. Do you recognise unions of your workers ? If not, please state the reasons why recognition is not accorded ?

3. Have you any standing arrangements with unions of your workers for the representation of their grievances and for their discussion ?

Questions. *Answers.*

M. TRADE UNIONISM AND WORKS COMMITTEES—*contd.*

4. Have you established any Works Committees in your factory ? If so, please give full details regarding the representation of the employers and the workers, the extent or scope of the discussions permitted ; and please also state the extent of the success which such Committees have met with.

5. In all cases where the workers are not organised, what arrangements, if any, have been made to provide facilities for your workers to represent their complaints or grievances ?

6. Is there any organisation of the employers in your Industry ; and, if so, please state whether you are members of such an organisation or association ?

APPENDIX C.

STANDARD LIST OF OCCUPATIONS.

Notes and Instructions on the Use of the Lists of Standardized Occupations.

The term " Occupation " in the wage census forms and in these lists means the correct designation or trade name of each category of workmen employed. Thus, " Fitters ", " Welders ", " Carpenters ", etc., are occupations. The term " occupation " does not apply to the location of a factory or to the business of the factory concerned.

The principal object underlying the preparation of these lists of standardized occupations is to secure the universal use, by all factory managements, of uniform terms for designating various occupations and trades in all factory industries. The lists have been prepared in consultation with experts in each industry and, as far as possible, the proper English technical terms have been adopted. Every perennial factory in the Bombay Presidency has been visited and the terms which have been adopted have been discussed with the managements after a proper examination of the type of work done. In all cases where the standardized terms were not found to be in use instructions were given for re-designation on the lines of the standard lists. **But, in spite of this, all factory managements are earnestly requested to examine the lists very carefully and to designate particular groups of workpeople according to the terms used in these lists. In all cases where terms are provided for designating groups of workpeople, these terms should be used in filling up the census forms.**

In order to avoid reduplication in the lists of terms for occupations which are common to all factories, e.g. oilmen, firemen, engine drivers, carpenters, fitters, coolies or unskilled labourers, etc., and for members of supervisory and clerical staffs, the terms for designating such occupations have been included in the lists only once in the first group of occupations for the " Engineering and Metal Trades including Electricity and Gas Generating and Refrigeration Plants, Stone Crushing Plants, Saw Mills, Ordnance and Ammunition Factories and Water Pumping Stations *and* **occupations common to all factories** ". There are large groups of concerns which, strictly speaking, do not fall under this industry group ; but which, at the same time, employ no workmen whose correct occupational designations do not fall outside the list for this group. Such concerns have therefore been classified in the broad Engineering and Metal, etc., group. When using these standardized lists of occupations, therefore, individual concerns are requested to carefully examine this group in addition to the specific group of occupations covering their own particular type of plant for all occupations in the " Supervision ", " Clerical ", " General ", " Maintenance " and " Mechanic " Departments. If they do not find a specific group of occupations for their own particular industry, all the occupations in their plants will be found in the first group.

As every endeavour has been made to provide suitable designations for all industrial occupations in the Bombay Presidency, **the Commissioner of Labour particularly requests that no individual unit or concern should use any term which is not to be found in the standard lists.** All unskilled labourers who are not looking after specific machines and who have no technical skill of processes and who are doing work of a type which can be done equally efficiently by other inexperienced workers should be classified as coolies. Coolies in mechanics departments and trained lifters should be classed as Mechanics' Coolies and Nawghanies. Two occupations, namely, (1) Fitters ; and (2) Turners have been divided into three classes :—A. Special ; B. Superior ; and C. Ordinary according to their daily or monthly rates of pay. Several other occupations, namely, Boilermakers, Painters, Carpenters, Moulders, Locksmiths, Motor Mechanics, Switch Board Attendants, Wiremen, Turbine Operators, Electrical Fitters, Draughtsmen, etc., have also been divided into " Superior " and " Ordinary " in the same manner but the rates of pay dividing one grade from another vary in certain cases. In all cases where occupations have been graded into " Superior " or " Ordinary ", please examine the dividing margins for rates of pay very carefully and grade the workmen into two or more classes according to their rates of pay on 1st May 1934. **In all cases separate forms must be used for each different grade.**

No grading has been done for officers and persons in supervisory posts. All heads of establishments should be included under the first heading of " Managers and Works Managers ". This group will be averaged into classes according to rates of pay to be determined later. Mechanical Engineers and Electrical Engineers should be shown separately but if an Engineer is both Mechanical and Electrical he should be shown

under "Mechanical and Electrical Engineers". A designation for a Maistry is provided for each of the more important Engineering occupations; thus, Boilermaker Maistries, Fitter Maistries, Turner Maistries, Carpenter Maistries, etc. But if any particular Maistry is not specifically provided for he should be shown under "General Maistries" together with Maistries looking after the work of two or more types of workmen. The term "Chargeman" is to be given to the technician who is between a Foreman or Assistant Foreman and a Maistry.

Notes on particular occupations have been added where necessary in order to clarify specific meanings. In many cases short descriptive notes have also been added: but, in entering up an occupation in the forms for the wage census, no entries should be made of the matter within the brackets after each occupation; for example, in the case of "Superior Fitters (persons earning Rs. 2 per day or Rs. 54 per month or over up to the limits specified for Special Fitters)" please enter "Superior Fitters" only.

Except for the provision of a few specific occupations for women such as "Naikins (women Muccadams)", "Nurses (including Creche Nurses)" and "Creche Ayahs", none of the other occupations included in these lists have been divided into men or women or children (half timers). Women and children are employed in several occupations and wherever they are employed, pink forms should be used for women and yellow forms for children. Thus, if "Single Side Siders" in Cotton Mills are entered on a particular form the use of a white form will show that the operatives concerned are men whereas the use of a pink form will show that the entries on the form are in respect of women. Similar remarks apply to operatives on time and piece rates of wages. Payments of wages on piece rates are almost universally adopted in the frame and the weaving departments of Textile Mills. If operatives are paid on time rates of wages, white forms should be used for men and pink forms for women. On the other hand if operatives are paid on piece rates, blue forms should be used for men and green forms for women. No further entries need be made on the forms in respect of age or sex groups or methods of payment. (Time rates are fixed rates per hour, day, fortnight, month or any other period as the case may be. Piece rates are rates per unit of production. Thus, Rs. 25 per month, Rs. 15 per *hapta*, Rs. 2–4–0 per day, five annas and six pies per hour are all time rates. Rates of two annas per lb. or yard of cloth produced or an anna for filling one hundred match boxes are piece rates. Task rates, i.e., a combination of time and piece rates, should be treated as piece rates.)

There are certain occupations which are to be found in several departments of a big plant or factory; e.g., Oilmen, Carpenters, Fitters, Coolies, etc. Separate census forms should not be used for different groups of workers in each of these occupations in different departments but workpeople in all common occupations should be brought together and entered up on one form or set of forms. **Separate forms or sets of forms must, however, be used for each occupation.**

The Commissioner of Labour realises that there are several occupations, especially in the smaller factories, which are interchangeable and that one group of workpeople might be called upon to do the work of any other group. But, all factory managements are requested, as far as possible, to classify their workers under as many specified occupations as possible. For example, the tendency in Printing Presses would be to include all workmen in the Binding Department as Binders. This may be done where there are one or two binders only. But if there are four or more "Binders", they should be sorted out and classified as Binders, Cutters, Hand and Machine Stitchers, etc.

ENGINEERING AND METAL TRADES INCLUDING ELECTRICITY AND GAS GENERATING AND REFRIGERATION PLANTS, STONE CRUSHING PLANTS, SAW MILLS, ORDNANCE AND AMMUNITION FACTORIES, WATER PUMPING STATIONS AND OCCUPATIONS COMMON TO ALL FACTORIES.

*Managers and Works Managers (including Works' Superintendents and Superintending Foremen).
*Assistant Managers.
*Mechanical Engineers (including Civil Engineers).
*Electrical Engineers.
*Mechanical and Electrical Engineers.
*Marine Engineers.
*Sanitary Engineers (including Licensed Plumbers).
*Assistant Engineers (Steam, Electrical, Mechanical and Marine).
*Medical Officers (full time).
*Labour Officers (including Welfare Supervisors).
*Covenanted Assistants (Official Rank).
*Uncovenanted Assistants (Official Rank).
*Salesmen and Canvassers (only salaried employees).
*Chemists and Assayers.
*Assistant Chemists and Assayers.
*Laboratory Assistants.
*Foremen (including Storeholders). (Please say whether covenanted or non-covenanted.)
*Assistant Foremen (including Supervisors and Assistant Storeholders). (Please say whether covenanted or non-covenanted.)
Chargemen (all Departments except Shift Chargemen in Electricity Generating Plants).
*Mechanical Inspectors (including Examiners in Ammunition Factories).
Gaugers.
*Electrical Inspectors.
*Sanitary Inspectors.
Gantrymen.
Steam Engine Drivers.
Oil Engine Drivers.
Gas Engine Drivers.
Engine Lighters (in Loco Workshops and Sheds).
Boiler Attendants, 1st Class.
Boiler Attendants, 2nd Class.
Engine, Boiler and Machine Cleaners (including Pump, Train, Pit and Tube Cleaners and Washoutmen).
Firemen (including Sarangs and Aŭgwallas).
Stokers.
Gunners.
Valvemen (including Sluice, Valve or Gate Regulators).
Keymen (operating Hydraulic Presses).
Pumpmen (including Pump Drivers and Syphon Attendants).
Filtermen.
Air Compressor Operators.
Cooling and Refrigeration Plant Attendants.
Sprinklers.
Water Softeners.
Dolly Men.
Oilmen (including Oilers from all Departments).
Ropemen (including Rope Splicers, Banders and Beltmen.
Gas Makers.
Gas Chargers.
Electric Motormen.
Superior Turbine Drivers (including Plant Attendants—men drawing Rs. 6 per day or Rs. 160 per month and *over*).
Ordinary Turbine Drivers (men drawing *under* Rs. 6 per day or Rs. 160 per month).
Shift Chargemen (including operators and Shift Assistants).
Stokers (in Electricity Generating Plants).
Turbine Cleaners.
Superior Switchboard Attendants (men drawing Rs. 4 per day or Rs. 110 per month and *over*).
Ordinary Switchboard Attendants (men drawing *under* Rs. 4 per day or Rs. 110 per month).
Cable Jointers.
Superior Armature Winders (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Armature Winders (men drawing *under* Rs. 2 per day or Rs. 54 per month).
All-Round Electricians.
Superior Wiremen (men drawing Rs. 2 per day or Rs. 54 per month and *over*). (The term "Wiremen" includes Coil Makers, Commutator Builders, Controllers and Testers).
Ordinary Wiremen (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Electrical Fitter Maistries.
Superior Electrical Fitters (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Electrical Fitters (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Plate Pasters (in the manufacture of accumulators).
Accumulator Assemblers.
Battery Chargers (including Battery hands).
Assemblers or Erectors (in Engineering Plants including Millwrights).
Dismantlers (in Engineering Plants).

---

* This occupation will be dealt with in the report on "Salaries and Conditions of Employment of Supervisory and Clerical Staffs in Perennial Factories in the Bombay Presidency".

ENGINEERING AND METAL TRADES, ETC.—(contd.)

Markers (marking structural sections).
Asphalt Plant Operators.
Asphaltmen (including Mixers).
Boilermarker Maistries.
Superior Boilermakers (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Boilermakers (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Brickarchmen.
Steam and Electric Crane Drivers.
Assistant Cranemen and Slingers.
Hydraulic Crane Drivers.
Hoistmen.
Truckmen (including Trolleymen).
Automatic Conveyor Attendants.
General Maistries (including Supervisors).
*Superior Draughtsmen (men drawing Rs. 3 per day or Rs. 80 per month and *over*).
*Ordinary Draughtsmen (men drawing *under* Rs. 3 per day or Rs. 80 per month).
*Tracers.
Estimators.
Material Checkers.
Patternmaker Maistries.
Patternmakers.
Moulding Maistries.
Furnacemen (including Smelters).
Superior Moulders (including Cupolamen and Coremakers—men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Moulders (including Cupolamen and Coremakers but drawing *under* Rs. 2 per day or Rs. 54 per month).
Blowermen.
Chippers (including Pneumatic Chippers).
Die Casters and Hot Stampers (including Die Lappers and Die Setters).
Dross Washers.
Turner Maistries.
(*N.B.*—The term "Turner" applies to the following types of Machinists in Engineering Plants:—Lathemen, Milling, Planing, Shaping, Slotting, Capstan, Beam Bending, Punch and Shearing, Filling, Screwing, Hacksaw, etc., Machinemen but not Drillers.)
Special Turners (men drawing Rs. 4 per day or Rs. 110 per month and *over*).
Superior Turners (men drawing Rs. 2 per day or Rs. 54 per month and *over* up to the limits specified for Special Turners).
Ordinary Turners (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Drillers (including Pneumatic Drillers and Radial Drilling Machinemen).
Welding Maistries.
Welders (Electric and Oxy-acetylene—including Galvanisers and Tube Welders).
Lead Burners.
Seaming Machine Attendants (including Seam Formers).
Hydraulic Testers.
Fauceters or Socketers.
Pipe Truers.
Plate Cutters (Heavy Metal Work).
Plate Rollers (Heavy Metal Work).
Hydraulic Pressmen (Heavy Metal Work)
Chairing Machine Attendants.
Shipwrights.
Straighteners.
Rotary and Beam Enders.
Rivet, Bolt and Nut Makers (including Machinists).
Rivetter Maistries.
Rivetters (including Iron Caulkers).
Rivet Heaters and Holders (including Rivet Boys and Holders-up).
Template Makers.
Gunsmiths.
Temperors (including Toolsmiths and Tool Hardeners).
Tool Grinders (including Saw Sharpeners).
Cutlers.
Engravers (including Electric Engravers).
Electroplaters and Gilders.
Emerymen.
Blacksmith Maistries.
Superior Blacksmiths (men earning Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Blacksmiths (men earning *under* Rs. 2 per day or Rs. 54 per month).
Hammermen or Strikers (including Power Hammermen and Bellowmen).
Wire Drawers.
Wire Cleaners.
Wire Polishing Machinemen.
Wire Annealers.
Wire Nail Makers.
Goldsmiths.
Silversmiths.
Tinsmith and Coppersmith Maistries.
Tinsmiths.
Tin Making Machine Men (including filling, drilling, milling, shaping, planing, body cutting, trimming, hemming, panel and horn pressing, top and bottom pressing, squeezing, rolling, capping, clipping, handling and lid cutter placing machinemen).
Solderers (including Soldermen and Soldermakers).
Solution Machine Attendants (including Acidmen).
Coppersmiths.
Tin Seamers and Exhausters.

---

*This occupation will be dealt with in the report on "Salaries and Conditions of Employment of Supervisory and Clerical Staffs in Perennial Factories in the Bombay Presidency".

ENGINEERING AND METAL TRADES, ETC.—(contd.)

Mineral Oil Pumping Maistries.
Mineral Oil Fillers (including Cart, Lorry and Wagon Fillers and Petrol Pump Attendants).
Testers.
Braziers (including Brass Finishers).
Fitter Maistries.
Special Fitters (men drawing Rs. 4 per day or Rs. 110 per month and *over*).
Superior Fitters (men drawing Rs. 2 per day or Rs. 54 per month and *over* up to the limits specified for Special Fitters).
Ordinary Fitters (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Fetlers.
Superior Instrument Mechanics (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Instrument Mechanics (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Motor Mechanic Maistries.
Superior Motor Mechanics (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Motor Mechanics (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Tyremen (men who fit tyres, inflate and repair inner tubes).
Motor and Lorry Drivers.
Motor Cleaners.
Glaziers and Lens Surfacers.
Glass Cutters and Grinders.
Springsmiths.
Locksmith Maistries.
Superior Locksmiths (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Locksmiths (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Watch and Clock Makers and Repairers.
Processmen (in Refineries).
Metal Stampers (Hand and Machine).
Metal Pressmen (Hand and Machine).
Metal Cutters (Hand and Machine).
Metal Trimmers, Rollers and Beaders.
Metal Ware Fitters.
Annealers.
Metal Spinners.
Frosters (including Cleaners).
Metal Polishers (Buff and Lathe).
Metal Filers.
Superior Danger Building Workers (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Danger Building Workers (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Charges Blackening Men.
Cartridge and Bullet Making Machine Attendants.
Coin Ringers and Examiners.
Painter Maistries.
Superior Painters (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Painters (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Letterers (including Writers and Liners).
Superior Armourers (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Armourers (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Concrete Moulders.
Concrete Reinforcers.
Concrete Assemblers.
Concrete Dismantlers.
Maturing Tank Attendants.
Concrete Pipe Testers.
Stone Crushing Plant Attendants.
*Train Examiners.
Engine Examiners.
Progressmen.
Shunting Masters.
Shunting Drivers (including Shunters).
Turntablemen.
Pointsmen (including Couplingmen).
Wheel Tappers.
Call Boys.
Timber Markers.
Cabinet Makers and Body and Boat Builders (special Carpenters employed on highly skilled work).
Wheelwrights (including Wheelers).
Axle packers.
Carpenter Maistries (including Sawyer Maistries).
Superior Carpenters (including Ship Joiners—men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Carpenters (including Ship Joiners—men drawing *under* Rs. 2 per day or Rs. 54 per month.)
Wood Working Machinists (including Turners and Wood Planing Machine Attendants).
Wood Carvers.
Wood Caulkers.
Sawyers (including both hand and machine Sawmen and Cut Cross Sawmen).
Saw Bench Attendants.
Polishers (including French Polishers and Varnishers).
Brush Makers.
Coopers.
Packing Case Nailers.
Packing Case Hoopers.
Upholsterers (including Trimmers).
Canemen.
Sail Makers.
Riggers.
Superior Tailors (including Tent Makers and Repairers—men drawing Rs. 2 per day or Rs. 54 per month and *over*).

* This occupation will be dealt with in the report on "Salaries and Conditions of Employment of Supervisory and Clerical Staffs in Perennial Factories in the Bombay Presidency".

ENGINEERING AND METAL TRADES, ETC.—(concld.)

Ordinary Tailors (including Tent Makers and Repairers but men drawing *under* Rs. 2 per day or Rs. 54 per month).
Vulcanizers.
Plumbers (non-licensed).
Masons (including Bricklayers).
Tile Turners.
Saddlers.
Mochis or Cobblers.
Measurers.
Weighmen (including Scalemen).
Stencil cutters.
Packers, Wrappers and Labellers (including Number Markers, Stencillers, Baling Markers and Stampers).
Superior Apprentices (men being trained for higher jobs).
Ordinary Apprentices (learners for definite trades—all occupations).
Muccadams (Headmen of gangs of unskilled labourers and coolies *and who have no knowledge of technical processes*).
Najkins (women Muccadams).
Nawghanies (Trained Lifters and Carriage Lifters including Tindals, Lascars, Khalasis and Slingers).
Mechanics' Coolies.
Coolies (ordinary unskilled labourers).
(The term "Coolies" includes Coal Coolies, Patiwallas, Toplawallas, basket-coolies, operatives in the Mixing and Waste Departments of Textile Mills; and, speaking generally, all unskilled labourers who are not asked to attend to machines).
*Secretaries.
*Assistant Secretaries.
*Office Superintendents (Non-official posts carrying a salary of over Rs. 300 per month).
*Accountants (including Deputy Accountants).
*Book-keepers.
*Cashiers.
*Head Clerks (men drawing Rs. 150 per month and over).
*Senior Clerks (men drawing Rs. 90 to Rs. 150 per month).
*Filing and Despatch Clerks.
*Other Clerks (including both office, factory and shop clerks.)
*Bill Collectors.
*Stenographers.
*Typists.
*Telephone Operators.
*Head Time-keepers.
*Time-keepers.
*Time Checkers (in Departments—persons who are checking production and not ordinary Time-keepers).
Ticket Boys (including Ticket Sorters).
*Estate and Building Supervisors.
*Head Store-keepers.
*Store-keepers (including Tallymen, Store Supervisors, Chasers and Checkers).
Gunny Bag Sewers (including Repairers).
Warehousemen (coolies working in godowns including Stores Issuers).
*Teachers (School Masters and School Mistresses).
Watermen (for supplying water to factory and office staffs).
*Naiks (headmen of batches of office peons).
*Peons (including Messengers and Runners).
*Barbers.
*Syces.
Cartmen.
*Cooks (including Khansammas).
*Butlers (including Table Boys and Khitmagars).
*Bearers (including Hamals).
*Nurses (including Creche Nurses).
*Creche Ayahs.
*Compounders.
*Dispensary and Ward Boys.
Fire Brigade Men.
*Gatekeepers (superior clerical type).
Jamadars (Headmen of batches of Watchmen).
Watchmen (including Chowkidars).
*Malis.
Machine Laundrymen (please see list for Laundries for more detailed classification).
Washermen (including Dhobis).
Lampmen.
Chokras or Odd Jobs Boys (half timers only).
Sweepers (including Halalkhores and Bhangis).

* This occupation will be dealt with in the report on "Salaries and Conditions of Employment of Supervisory and Clerical Staffs in Perennial Factories in the Bombay Presidency".

Head Jobbers, Spinning Side.
Head Jobbers, Weaving Side.
Jobbers, Spinning Side.
Jobbers, Weaving Side.
Fancy Jobbers (including Dobby Repairers).
Humidifier Attendants (including Drossofor Fitters).
Erector Fitters (Spinning and Weaving Departments).
Opener Attendants (including Lattice Feeder Men, Hopper Feeder Men, Porcupine Feeder Men, Exhaust Openers, Crichton Openers, Buckley Openers, Breaker Scutchers, Lap Tenters and Double Cylinder Openers).
Intermen.
Single Machine Scutcher Tenters (including Finishermen).
Two Machine Scutcher Tenters (including Finishermen).
Willowmen.
Thread Extractors (including Hard Waste Machinemen and Roving and Waste Openers).
Strippers.
Grinders.
Strippers and Grinders (where these two occupations are not separate).
Flat Grinders.
Card Flat Coverers (including Millers, etc.)
Lap carriers (including Bobbin cutters).
Carding Machine Attendants, Standard System—12 cards or under (including Line Men and Can Boys).
Carding Machine Attendants, Efficiency System—over 12 cards (including Line Men and Can Boys).
Derby Doublers.
Fly Collectors.
Josephy Waste Plant Men.
Silver Lap Machinemen.
Ribbon Lap Machinemen.
Comber Tenters.
Needlers.
Combing Can Boys.
One Head Drawing Tenters.
Two Men to three Head Drawing Tenters.
Two Head Drawing Tenters.
Slubbing Tenters with Back Tenters.
Slubbing Tenters without Back Tenters.
Single Side Inter Tenters.
Double Side Inter Tenters (one man minding two frames).
Roving Tenters not doing their own Creeling.
Roving Tenters doing their own Creeling.
Roving Tenters (2 men on 3) doing their own Creeling.
Double Roving Tenters doing their own Creeling.
Creelers (Frame Department).
Doffers (Doffers in both the Frame and the Ring Departments should be brought together under the general heading "Doffers").
Chapon Frame Tenters.
Wrapping Boys.
Single Side Siders.
Double Side Siders (350 to 450 Spindles).
Treble Side Siders (over 450 Spindles).
Tarwallas.
Doubling Tenters (including Ring and Flyer Doublers).
Doubling Winders.
Thread Card Winders.
Thread Winding Machinemen.
Roller Coverers (in all Spinning Sections).
Tubular Banders (including Cotton Banders).
Ballers (Cotton Thread Manufacturing).
Spoolers (Cotton Thread Manufacturing).
Polishers (Cotton Thread Manufacturing).
Spinners (in Mule Spinning).
Engine Piecers (in Mule Spinning).
Side Piecers (in Mule Spinning).
Creel Boys (in Mule Spinning).
Threads' Counters.
Reelers.
Yarn Leasers and Dressers.
Cotton Sterilisers.
Kiermen.
Yarn Bleachers.
Hydro Extractor Men.
Yarn Drying Stovers (including Cotton Drying Stovers).
Yarn and Cheese Dyers (including Turkey Red and Fancy Dyers, Yarn Oilers and Alumers).
Yarn Polishers (including Yarn Glazers).
Yarn Mercerisers.
Knotters.
Bundle Wrappers.
Baling Markers (including Number Markers and Top Printers).
Bundling Pressmen.
Grey Winders (including Cheese or Cone Winders, Thread Winders and Quick Traverse Winders).
Colour Winders.
Pirn Winders (including Universal Winders).
(*N.B.*—When Universal Winders are engaged in Winding "Cheese" they should be classed as Grey Winders).
Winding and Rolling Machinemen (Surgical Wool).
Cutting Machinemen (Surgical Dressings).
Warpers.
Warping Creelers.
Front Sizers.
Back Sizers.
Yarn Glazing Machine Attendants.
Sizing Mixers.
Heald Sizers.
Lappers.
Drawers-In.
Reachers.
Weft Distributors.
Lag Peggers.
One-loom Weavers, Ordinary Plains and Greys.

TEXTILES—COTTON—(contd.).

One-Loom Weavers, Dobbies.
One-Loom Weavers, Jacquards and Blankets.
Two-Loom Weavers, Ordinary Plains and Greys.
Two-Loom Weavers, Dobbies Jacquards and Blankets.
Three-Loom Weavers.
Four-Loom Weavers.
Six-Loom Weavers.
Smash Hands (Helper Weavers in Efficiency Schemes).
Whippers (Blanket Border Fringers).
Automatic Loom Weavers.
Automatic Loom Shuttle Boys.
Tape Weavers.
Tape Cleaners.
Tape Blockers.
Pieces Cutters.
Reed Makers.
Heald Knitters.
Ends and Staples Fixers.
Colour Men.
Heald Dryers.
Heald and Reed Polishers and Varnishers.
Heald and Reed Repairers.
Beam Carriers.
Beam Gaiters.
Loom Cleaners.
Cloth Singers.
Jiggers (including continuous Dyers).
Bleach Croft Machine Minders (including Scouring Tank and Chemicking Tank Men).
Manglers (Dye House).
Padding Machinemen.
Platers (Croft Department including Piling Men).
Starch Manglers.
Scutcher Machinemen.
Drying Macinemen.
Breaking or Mellowing Machinemen (including Beetlers).
Clip or Hot Air Stenters (including Belt Stretchers, Dampers and Finishermen).
Cloth Mercerisers.
Raising Machinemen.
Printing Shop Colour Mixers.
Spray Printers.
Machine Printers.
Machine Tenters-in.
Brushing Machinemen.
Agers.
Felt Calendarmen.
Front Calendarmen.
Back Calendarmen.
Calendar Stitchers.
Cutlookers (including Pieces Sorters, Cloth Examiners, Bale Examiners and Checkers.
Folders (including Hand and Machine Folders).
Pieces Stichers (including Silkers).
Cutters (including Cloth Samples Cutters).
Cloth Bundlers (including Cloth Packers).
Hoop Makers and Cutters.
Baling Pressmen.
Stampers.
Coolies.

TEXTILES—SILK.

Head Jobbers, Spinning Side.
Jobbers, Spinning Side.
Head Jobbers, Weaving Side.
Jobbers, Weaving Side.
Erector Fitters.
Silk Boiling Men (including Hydro Extractor Men).
Openers (including Softeners).
Fillers.
Flat Dressers.
Silk Staple Folders.
Spreaders.
Lappers.
Sett Framers.
Drawing Tenters.
Single Rovers.
Dandy Rovers.
Spinners.
Doffers.
Doublers (including Doublers in waste silk spinning).
Gassers.
Reelers.
Yarn Pickers.
Bleachers.,
Dyers.
Bundlers.
Neat Silk Winders.
Rayon Silk Winders.
Soft Silk Winders.
Spun Silk Winders.
Colour Yarn Winders.
Neat Silk Clearers.
Neat Silk Doublers.
Neat Silk Spinners.
Neat Silk Throwers.
Knotters (including Hanks Preparers).
Leish Yarn Binders.
Pirn Winders (Neat Silk and Rayon).
Yarn and Bobbins Sorters.
Cop Distributors.
Hand Warpers.
Warp Dressers.
Bobbin Dressers.
Drawers-In.
Reachers.
Beamers.
Re-beamers.
Power Warpers.
Warping Creelers.
Front Sizers.
Back Sizers.
Hank Sizers.
Size Mixers.

TEXTILES—SILK—(contd).

Selvedge Takers.
Beam Carriers.
Twisters.
Head Designers.
Designers.
Card Punching Overlookers.
Card Punchers.
Card Lacers.
Harness Builders.
One-loom Weavers.
Two-loom Weavers.
Cloth Folders.
Dampers.
Finishers.
Fringers.
Felt Calendarmen.
Calendarmen.
Calendar Stitchers.
(For other Packing, Card-box making and Printing occupations, please refer to the Engineering, etc., and Printing, etc., lists of occupations.)
Coolies.

TEXTILES—WOOLLEN.

Head Jobbers.
Jobbers.
Teazers.
Willow Machinemen.
Garnet Machinemen.
Rag Breaking Machinemen.
Blenders.
Card or Hopper Feeders, Woollen.
Card or Hopper Feeders, Worsted.
Lapmen.
Condensermen.
Fetlers and Card Cleaners (Woollen and Worsted).
Can Minders.
First Preparers (including Back Wash Minders.)
Second Preparers or Hank Openers.
String-box Minders.
Punch Box Minders.
Combers.
Combing Finishers.
Top Box Minders.
Mixing Gill Box Minders.
Double Spindle Gill-box Minders.
Weight-box Minders.
Finishing Machine Attendants (1st and 2nd Processes).
Reducers.
Roving Machine Tenters.
Roller Coverers.
Mule Spinners.
Mule Piecers.
Tube Attendants.
Opener Tenters (Wool Scouring).
Mixing Cutters (Wool Scouring).
Scouring Tublers (Wool Scouring).
Tubler Dryers (Wool Scouring).
Bobbinmen.
Counts Wrappers.
Side Piecers (Spinners).
Doffers.
Doublers and Twisters.
Reelers (including Berlin Wool Reelers).
Yarn Scourers and Dryers.
Hankers.
Bundlers.
Berlin Yarn Packers.
Winders.
Warpers.
Warping Creelers.
Drawers-In.
Reachers.
Weft Distributors.
Beam Carriers.
Sizers.
One-loom Weavers (Dob Cross and Sowden).
Two-loom Weavers (Platt's).
Chain Makers.
Darners.
Fringers.
Crabbers.
Washers.
Hydro Extractor Men.
Millers.
Tentering Machinemen.
Raising Machinemen (including Teazal Settlers).
Colour Mixers.
Dye Vat Attendants.
Top Dyers.
Purchers (including Pickers).
Cutting Machinemen.
Blowing Machinemen.
Brushing Machinemen.
Damping Machinemen.
Selvedge Minders.
Calendarmen (Rotary and Hydraulic).
Cutlookers (including Pieces Sorters and Cloth Examiners).
Folders (Hand and Machine).
Baling Pressmen.
Stampers.
Coolies.

TEXTILES—HOSIERY.

Head Jobbers.
Jobbers.
Winders.
Knitters.
Fringers.
Cutters.
Button Stitchers.
Sewers (including Thread Cutters).
Darners (including Menders).
Calendarmen (including Pressmen).
Hand Ironing Men.
Bleachers and Dyers (including Scourers).
Cutlookers and Examiners.
Folders.
Bundlers.
Packers.
Coolies.

APPENDIX D.

Standardization of Wages in the Bombay Textile Industry.

Millowners' Schedule of Rates.

The following press note dated 7th July 1934 was issued by the Bombay Millowners' Association together with the schedules of wages.

Two months before the commencement of the last strike in Bombay, the Government of Bombay had instructed the Labour Office to undertake a Departmental Enquiry into the Cotton Mill Wages throughout the Presidency, and the Millowners' Association, Bombay, had promised their fullest co-operation and assistance. Statistical and other information similar to that submitted by mills to the Labour Office was also collected by the Association from all Bombay Mills, and a special Sub-Committee was appointed by the Association to examine the data and to report on the matter, so that the Association might be in a position to deal with the Labour Office Report with the least practicable delay after its publication.

The strike, however, intervened before the Labour Office had concluded its examination of the problem, but in order that the findings of the Labour Office should not be vitiated by any further adjustments in wages, the Association gave an undertaking to the Government of Bombay on behalf of its members that no change would be made in conditions of work and wages in member mills until the Report of the Departmental Investigation had been published. The Report of the Labour Office was published on the 21st June 1934. The Committee of the Association have carefully considered the Report in conjunction with the recommendations made by their own Sub-Committee, and taking into consideration the imminent introduction of the shorter working week, have come to the following decisions in so far as members of the Association in Bombay City and Island and Coorla are concerned:—

Time-Workers.

(*a*) Wages of Time-workers in all unrationalised occupations in all mills shall be consolidated;

(*b*) The consolidated scales of pay for time-workers in all unrationalised occupations in all Bombay and Coorla mills shall not be less than the wages specified for such occupations by the Association;

(*c*) Where the wages now paid by any mill for particular occupations are below those specified by the Association, they shall be raised to those specified in the Schedule and given effect to from 1st July 1934;

(*d*) Wages not lower than those specified in the Schedule shall continue to be paid in unrationalised occupations in all member mills in Bombay even after the introduction of the 9-hour day.

Piece-workers.

(*a*) In the case of piece-workers in unrationalised occupations, the Dear Food Allowances to be paid by all mills from 1st July 1934, shall not be less than 35 per cent.

(*b*) As and from the date of the introduction of the 54-hour week, the Dear Food Allowances to be paid to piece-workers in unrationalised occupations shall not be less than 40 per cent.

The effect of these decisions will be that Time-workers will be safeguarded against any decrease in wages on the introduction of the 54-hour week. In addition, wages of a large number of Time-workers in various occupations will immediately be raised in a number of mills.

As regards Piece-workers, the effect of the decisions of the Association will be that the Dear Food Allowance will be immediately increased in a number of mills, and that number will be substantially increased if and when the 54-hour week is introduced.

Briefly, the position will be that the new scales will remove to a material extent the present disparities, ensure consolidated rates of pay for time-workers and an increase in the Dear Food Allowances for piece-workers, and lay down standards of wages below which Bombay and Coorla members of the Association will not be permitted to go. As far as the Millowners are concerned, in spite of continued depression in the Industry and the precarious condition in which many mills find themselves to-day, the new scales will result in an appreciable increase in labour costs generally.

A special Sub-Committee of the Association has been appointed to consider the position as regards rationalised occupations.

SCHEDULE I.

TIME-WORKERS.

(Un-rationalised Occupations.)

Occupations.	Earnings in a month of 26 working days.	Rate in annas per day.	Remarks.
	Rs. a. p.	As.	
Mixing Room—			
Nowganies	23 9 0	14½	
Bale Breaker Attendant ..	23 9 0	14½	
Mixing Spreaders ..	20 5 0	12½	
Blow Room—			
Oilers	23 9 0	14½	
Bardan Pickers { Men ..	18 11 0	11½	
Bardan Pickers { Women.	14 10 0	9	
Sweepers { Men ..	16 4 0	10	Same pay for all other departments.
Sweepers { Women ..	12 3 0	7½	Same pay for all other departments.
Dropping Carriers ..	18 11 0	11½	
Lattice Feeders ..	19 8 0	12	
Exhaust and Lap Machine. Breaker Scutcher .. Inter ,, .. Finisher ,, ..	21 2 0	13	When one man attends to one machine.
Card Room—			
Fly Gatherers ..	20 5 0	12½	
Lap Carriers	20 5 0	12½	
Card Tenters or Can Boys	19 8 0	12	
Flat Grinders ..	23 9 0	14½	
Oilers	23 9 0	14½	
Frames (Time-Workers)—			
Back Tenters ..	18 11 0	11½	
Doffer Boys	16 4 0	10	
Oilers	23 9 0	14½	
Ring Spinning—			
Doffer Boys	16 4 0	10	
Tarwallas	20 5 0	12½	

Siders.	*Twist Frames*		*Weft Frames.*	
			Rs. a. p.	As.
Up to and including 300 spindles.	20 5 0	12½	21 2 0	13
301/360 spindles ..	21 2 0	13	21 15 0	13½
361/420 spindles ..	21 15 0	13½	22 12 0	14
Over 420 spindles ..	22 12 0	14	23 9 0	14½
Oiler and Bander ..	25 3 0	15½		
Doff Carriers	18 11 0	11½		
Bundling and Baling—				
Weighers	25 3 0	15½		
Knotters	27 10 0	17		
Pressers	29 4 0	18		
Bundle Boys	18 11 0	11½		
Balers	26 13 0	16½		

TIME-WORKERS—*contd.*

(*Un-rationalised Occupations*)—contd.

Occupations.	Earnings in a month of 26 working days.	Rate in annas per day.	Remarks.
	Rs. a. p.	As.	
Miscellaneous—			
Departmental Carpenters.	34 15 0 to 45 8 0	21½ to 28	
Mochis	24 6 0	15	
Wrapping Boys ..	19 8 0	12	
Roller Coverers ..	26 13 0 to 34 15 0	16¾ to 21½	
Assistant Roller Coverers..	21 2 0 to 25 3 0	13 to 15½	
Rope Splicers ..	26 13 0	16½	
Line levellers ..	60 2 0 to 79 10 0	37 to 49	
Doubling—			
Sidors	20 5 0	12½	
Doffers	16 4 0	10	
Warping Department—			
Warpers	34 15 0 to 45 8 0	21½ to 28	One Warper to each machine.
Creel Boys	17 1 0	10½	
Sizing Department (If on Time Rates)—			
Front Sizer	55 4 0 to 65 0 0	34 to 40	
Back Sizer	30 1 0 to 34 15 0	18½ to 21½	
Head Size Mixer ..	28 7 0	17½	
Size Mixer	21 15 0	13½	
Warehouse and Calendering—			
Head Cutlooker ..	39 13 0	24½	
Assistant ,, ..	32 4 0	20	
Head Stamper ..	31 11 0	19½	
Assistant ,, ..	22 12 0	14	
Ticket Appliers ..	20 5 0	12½	
Calender Men ..	22 12 0 to 25 2 0	14 to 15½	
Finisher Men	20 5 0 to 25 3 0	12½ to 15½	
Foldors	20 5 0 to 23 9 0	12½ to 14½	

Note.—(1) Where more than 26 days per month are worked, the monthly wages laid down in the Schedule shall be correspondingly increased.

(2) Where less than 26 days per month are worked, the wages payable shall be proportionately reduced.

(3) No bonuses or other allowances of any kind shall be paid in addition to the Scheduled Rates.

APPENDIX E.

TERMS OF AGREEMENT SETTLED BETWEEN THE AHMEDABAD MILLOWNERS' ASSOCIATION AND THE LABOUR UNION AT DELHI, ON THE 13TH JANUARY 1935.

During the Arbitration proceedings regarding the wage dispute, several efforts were made by the parties at the instance of the Arbitration Board to arrive at an amicable settlement. The efforts were continued and the settlement has been facilitated by the introduction of a 54-Hours week from the 1st of January 1935. A mutual understanding has been reached on the following basis :—

1. The increment granted in 1930 be withdrawn and the withdrawal should take the form of a uniform reduction of 6¼ per cent (One anna in the rupee) in the earnings of all time and piece-workers including those paid on a monthly basis. It is understood that in the case of mills where the average earnings of weavers for six months from June to December 1934 fall below Rs. 43 for a period of twenty-six working days or Rs. 20 for a "Hapta" of 12 working days, the reduction will be so applied as not to bring down the said earnings below Rs. 41-4-0 for 26 working days on a 10-hours basis provided that the reduction will not apply to the said earnings below the amount of Rs. 41-4-0 or Rs. 19 per "hapta" in view of the reduction of earnings likely to be caused by the reduction of hours.

The reduction will be made in wages in respect of any period from the 1st of January 1935 due for payment immediately after the endorsement of the Agreement by the Umpire.

2. Earnest efforts should be made to standardise the wages of piece-workers as soon as possible after 1st January 1936, and such standardisation should not involve any cut or increase.

3. With a view to provide for a prompt settlement of all wage questions on either side in future the parties will meet and try to evolve a scheme for automatic adjustment of wages.

4. Mills which do not adopt rationalisation under this Agreement may run for 10 hours a day entailing one hour's double work. The double work for an hour would be paid at the rate of 45 per cent.

5. The principle of rationalisation is accepted subject to the safeguards that the process of rationalisation would be carried out in such a manner as to avoid imperilling the health of the workers and avoid creating unemployment among the existing employees of Ahmedabad mills except in the directions indicated in clauses below.

Suitable machinery be created for the proper regulation of the process.

6. Unemployment incidental to rationalisation will be confined to :—

(1) Married women whose husbands are benefited by the rationalisation process.

(2) Persons whose connection with the industry is of less than a year's duration.

Any persons in the above category who are thrown out of employment in consequence of rationalisation will be given preference over new persons in filling vacancies.

7. Such of the mills as are desirous of rationalising the work in any section of the Spinning department will be entitled to do so by granting the workers for doing double the work 45 per cent. of the wages otherwise due for such additional work provided that for counts below 28's in warp and 32's in weft up to 18's such rates will be 47½ per cent. In the case of ring-frame spinning the word "double" means two sides.

8. The mills may proceed with rationalisation from and after 1st April 1935, provided that it may be started forthwith (that is from now) in the following cases :—

(1) In counts above 27's warp and 31's weft.

(2) In counts above 18's in mills which start night work or where new machinery is started after 31st December 1934.

9. A Scheme will be devised so that no new persons can enter the specified groups of mills till vacancies are created and for this purpose all the existing employees in such groups of mills and those whose claim to re-employment is not debarred under clause 6, will be registered before 30th June 1935. This clause will apply only to such mills as are desirous of adopting rationalisation under this agreement.

10. A joint-committee of the Millowners' Association and the Labour Union will be appointed to supervise and regulate the working of the rationalisation scheme in the Industry.

Any disputes arising in this connection which the joint-committee has not been able to settle satisfactorily shall be settled finally by Arbitration.

(Signed) CHAMANLAL G. PAREKH,
President,
The Ahmedabad Millowners' Association.

Harijan Colony,
DELHI.
13th January 1935. (4-30 p.m.)

(Signed) SHANKERLAL G. BANKER,
for the Textile Labour Association.

(Signed) GULZARI LAL NANDA,
Secretary,
Textile Labour Association.

Produced before me,
(Signed) S. S. PATKAR.

7th January 1935.

APPENDIX F.

THE STANDING ORDERS FOR OPERATIVES FRAMED BY THE MILLOWNERS' ASSOCIATION, BOMBAY.

1. These Orders shall come into force as and from 1st March 1937.

2. In these Orders, unless there is anything repugnant in the subject or context:

(*a*) "Operatives" means all work-people male or female employed in the Mill and includes Jobbers and Overseers;

(*b*) "The Company" means.....Mills Co. Ltd; and

(*c*) "The Manager" means the Company's Manager, or Acting Manager for the time being;

(*d*) The masculine includes the feminine.

3. Operatives will be classed as (1) Permanent Operatives; (2) Probationers; and (3) Badlis.

A "permanent" operative is one whose name has been entered in the Muster Roll and has been given a permanent ticket and has completed a probationary period of two months in the same or another occupation in the Mill.

A "probationer" is one who is provisionally employed to fill a permanent vacancy, and has not completed two months' service on that post. If a permanent operative is employed as a probationer in a new post, he may, at any time during the probationary period of two months, be reverted to his old permanent post.

A "badli" is one who is employed on the post of a permanent operative or probationer, who is temporarily absent.

4. The decision of the Manager upon any question arising out of, in connection with, or incidental to these Orders, shall be final subject, however, to appeal to the Managing Agents and without prejudice to any right of an operative aggrieved by his or their decision to resort to legal proceedings in a Court of Law.

5. The Mill will work each day for such number of hours as the Manager may from time to time fix in accordance with the Indian Factories Act, and the periods of work for all classes of operatives will be posted up on the Notice Board at the Time Keeper's Office as required by the Indian Factories Act, 1934. If a shift system is being worked in the Mills, operatives may be transferred from one shift to another.

6. Every permanent and probationary operative without exception will be provided with a departmental ticket showing his number, and on attendance each day, shall deliver up the ticket at the place provided.

Every "Badli" will be provided with a "Badli" Card, which shall be surrendered if he obtains permanent or probationary employment.

7. Operatives attending late are liable to be shut out and treated as absent.

Any operative who after presenting his ticket is found absent from his proper place or places of work during working hours without permission or other sufficient reason, is liable to be treated as absent for the period of his absence.

8. Any operative who desires to obtain leave of absence, except for a temporary purpose within the mill premises, must apply previously to the Head of his Department or any officer appointed by the Manager for the purpose who, if he thinks fit, may grant him leave for a period not exceeding two months. If the leave granted exceeds two days, the officer granting it shall keep a record of its grant and give the operative a written and signed certificate as to the period of leave granted to him. In special cases, the Manager may grant leave for a period exceeding two months. In the event of an operative remaining absent in excess of the period granted, he shall lose the lien on his appointment, unless he has previously secured written permission to extend the leave originally granted and returns to work on the first working day following the period covered by any such extension. If, however, on his return to work he gives a satisfactory explanation to the Head of the Department, or such other person as may have been appointed for the purpose, for his omission to apply for such an extension, his case for reinstatement when a suitable vacancy occurs shall be considered.

Requests or applications for non-urgent leave of more than seven days' duration will be received on two fixed days per week, and sanctioned leave in respect of such applications will ordinarily commence on the third day following the day fixed for receiving applications.

9. No operative shall enter or leave the mill premises except by the gate appointed for the purpose.

10. All male operatives are liable on leaving the mill premises to be searched by the gateman, and all female operatives are liable to be detained by the gateman for search by the female searcher, if acting without malice he suspects that any operative so detained or searched has wrongful possession of property belonging to the Company.

Provided that no search shall be made except in the presence of two other persons of the same sex as the suspected employee.

11. Notices specifying (*a*) the days on which the Mill will be closed, and (*b*) the days on which wages will be paid will be posted as required by the Indian Factories Act and the Payment of Wages Act respectively.

12. Notices specifying the rates of wages payable to all classes of workers and for all classes of work will be displayed in a conspicuous position in the Departments in which the operatives concerned are actually working. No alterations in the rates of wages will be made without giving 14 days' notice by means of a general Notice specifying the nature of the changes proposed.

13. The Company may, at any time or times, in the event of a fire, catastrophe, breakdown of machinery or stoppage of the power supply, epidemic, civil commotion or other cause, whether of a like nature or not, beyond the control of the company, stop any machine or machines or department or departments, wholly or partillay for any period or periods, without notice and without compensation in lieu of notice.

In the event of a stoppage of any machine or department under this Order during working hours, the operatives affected shall be informed, as soon as practicable, when work will be resumed and whether they are to remain or leave the Mill. The period of detention in the Mill shall not ordinarily exceed one hour after the commencement of the stoppage. If the period of detention does not exceed one hour, operatives so detained shall not be paid for the period of detention. If the period of detention in the Mill exceeds one hour, operatives so detained shall be entitled to receive wages for the whole of the time during which they are detained in the Mill as a result of the stoppage. In the case of pieceworkers, the average daily earnings for the previous month shall be taken to be the daily wages.

14. The Company may, at any time or times, in the event of shortage of orders or for any other trade reason, stop any machine or machines, or department or departments wholly or partially, for a period not exceeding three consecutive days in any one week and not exceeding twelve days in the aggregate (excluding statutory holidays) in any one calendar month without notice and without compensation in lieu of notice. If an employee is played off under this rule for a period of twelve days in the aggregate in any one calendar month, he may leave the company's service on intimation of his intention to do so without any further notice.

15. Any employee played off under Order 13 or Order 14 will not be considered as dismissed from service, but as temporarily unemployed, and will not be entitled to wages during such unemployment except to the extent mentioned in Order 13. All operatives played off will be given prior rights to reinstatement on the resumption of normal work, provided they present themselves for work when normal working is resumed.

16. The Company may, in the event of a strike affecting either wholly, or partially, any one or more department or departments of the Mill, close down, either wholly or partially, such department or departments, and any other department or departments affected by such closing down, and for any period or periods, and without notice or payment of compensation in lieu of notice to the operatives employed in such department or departments.

17. (*a*) The employment of any permanent operative may be terminated without assigning any reason by fourteen days' notice or by payment of 13 days' wages in lieu of notice. If he draws wages on a piece-rate basis, the 13 days' wages shall be computed on the average daily earnings of such operative for the days actually worked during the previous wage period.

(*b*) Probationary operatives other than those transferred from permanent posts in the Mill and "Badlis" may leave, or be discharged from service without notice by an officer not below the rank of the Head of a Department.

(*c*) Where the employment of any person is terminated by or on behalf of the Mill, the wages earned by him shall be paid before the expiry of the second working day from the day on which his employment was terminated.

18. Any permanent operative desirous of leaving the Company's service shall give 14 days' notice to the Head of the Department concerned. The wages due to such an operative must, if possible, be paid on the day the notice expires and in any case within two days after the expiry of the notice.

If any permanent operative leaves service without notice, he shall be liable to be sued for damages.

If ten or more employed persons, acting in concert, absent themselves from work without due notice as required in this Order, and without reasonable cause, they will, at the discretion of the Manager and in accordance with the Payment of Wages Act, be liable to a deduction from their earned wages of an amount not exceeding eight days' earnings in each case.

19. Any wages due to an operative but not paid on the usual pay-day on account of their being unclaimed will be paid by the Company on the unclaimed wages pay-day succeeding the date on which a substantiated claim was presented by the operative or on his behalf by his legal representative, provided that such claim is submitted within three years.

20. Any operative who is adjudged by the Manager on examination of the man, if present, and of the facts to be guilty of misconduct is liable to be dismissed without notice or, alternatively, to be suspended for a period not exceeding four days.

The following acts or omissions will be treated as misconduct:—

(*a*) Wilful insubordination or disobedience whether alone or in combination with another or others to any lawful and reasonable order of a superior.

(*b*) Striking work either singly or with other operatives without giving 14 days' previous notice.

(*c*) Inciting whilst on the premises any operative to strike work without giving 14 days' previous notice.

(*d*) Theft, fraud or dishonesty in connection with the Company's business or property.

(*e*) Taking or giving bribes or any illegal gratification whatsoever.

(*f*) Habitual absence without leave or absence without leave for more than six consecutive days without sufficient cause.

(*g*) Habitual late attendance.

(*h*) Habitual breach of any Standing Orders.

(*i*) Collection of any moneys within the mill premises for purposes not sanctioned by the Manager.

(*j*) Drunkenness or riotous or disorderly behaviour during working hours or any act subversive of discipline or efficiency.

(*k*) Habitual negligence or neglect of work.

(*l*) Habitual breach of any rules, or instructions for the maintenance and running of any Department or maintaining its cleanliness,

and any other serious act of misconduct.

An operative suspended under this Order will not be permitted to work in the Mills for the period of suspension and no remuneration will be paid or be due to him for this period.

21. Operatives may be fined for any of the underquoted offences, but the offence if repeated, or in any gross case, may be treated as misconduct under Order 20. Fines will be imposed in accordance with the provisions of the Payment of Wages Act for the

following offences, or at the discretion of the Manager for acts of misconduct specified in Order 20 as an alternative to dismissal or suspension :—

(*a*) Absence without leave without sufficient cause.

(*b*) Negligence in work or neglect of work.

(*c*) Smoking on the Mill premises except in places where smoking is permitted.

(*d*) Entering or leaving, or attempting to enter or leave the Mill premises except by the gate provided for the purpose.

(*e*) Absence without leave or without sufficient cause from appointed work in the Mill.

(*f*) Breach of any rules or instructions for the maintenance and running of any department and maintaining its cleanliness.

(*g*) Damage to work in process or to any other property of the Company.

(*h*) Interference with any safety devices installed in the Mills.

(*i*) Distributing or exhibiting inside the Mill premises handbills, pamphlets or posters without the previous sanction of the Manager.

No fine shall be imposed except by the Officers authorised under the Payment of Wages Rules and until the operative concerned has been given an opportunity of being heard.

22. All fines imposed on operatives and realised will be credited to a special fines fund which will be utilised for such purposes as may be approved in this behalf by the Local Government in accordance with the provisions of the Payment of Wages Act.

23. When any probationary or permanent operative is summarily dismissed, suspended, or discharged, or leaves the service of the Company, or is granted leave of absence, he will, except in cases of general retrenchment, closing down of departments, strike or lock-out, be given a written order in the form prescribed by the Millowners' Association from time to time.

24. Each Overseer, Jobber or Mucadam will be personally held responsible for the proper and faithful observance of the Standing Orders and of the special rules made under the Factories Act and posted in the Mill, particularly regarding the employment and working of women and children under him.

25. A copy of these Orders in English and Marathi will be posted near the Time Keeper's Office and in all departments and in such other places on the Mill premises as the management may decide, and shall be kept in a legible condition.

An abstract of these Standing Orders will be supplied to every permanent operative and every probationer engaged after the 1st March 1937.

26. Except to the extent of making by-laws or rules not inconsistent with these Standing Orders for the maintenance or running of any departments, maintaining cleanliness or other similar matters of internal administration, the Company will not rescind, add to or otherwise alter these Standing Orders without the previous written consent of the Millowners' Association, Bombay.

27. Notwithstanding anything to the contrary contained in these Standing Orders, it shall be lawful for the Company by a resolution of its Board of Directors that circumstances require or justify that such action shall be taken and with the previous written consent of the Millowners' Association, Bombay, and after giving not less than fourteen days' notice to its operatives of its intention to do so, to substitute for the then existing system of employment of its labour a system of day to day employment. Upon the introduction of a system of day to day employment, such of these Standing Orders as are inconsistent with a system of day to day employment shall cease to apply, and the employment of an operative shall be determinable by either the Company or the operative at twenty-four hours' notice.

When considering applicatons from mills under this Order, the Millowners' Association shall not give permisson to work on a day to day system for a period of more than three months in respect of any one application.

Agents.

APPENDIX G.

APPENDIX II FRAMED UNDER RULE 67 OF THE BOMBAY FACTORIES RULES, 1935, REGARDING PROVISION AND CUSTODY OF FIRST-AID APPLIANCES.

(1) (*a*) There shall be provided and maintained so as to be readily accessible a first-aid box or cupboard of the prescribed standard [see (2) below], and where more than one hundred and fifty workers are employed, an additional box or cupboard for every additional one hundred and fifty workers.

The number of first-aid boxes or cupboards required under this provision shall be calculated on the largest number of workers employed at any one time, and fractions of one hundred and fifty shall be reckoned as one hundred and fifty. Where the workers are employed in shifts, the calculation of the number employed shall be according to the largest number at work at any one time.

(*b*) Nothing except appliances or requisites for first-aid shall be kept in a first-aid box or cupboard.

(*c*) Keys of each first-aid box or cupboard shall be in charge of the Manager, who shall ensure that duplicate keys are maintained and are readily available in the departments in which boxes or cupboards are kept during all working hours.

Provided that if an ambulance room or a dispensary with facilities for the adequate treatment of injured cases is maintained, the Inspector may by written certificate exempt the factory from the requirements of rule 67 to such extent and subject to such conditions as he may specify. Provided further that where the employees of a factory are not exposed to a serious risk of accident, the Inspector may, by written certificate, exempt the factory from the requirements of rule 67 to such extent as he may specify but no certificate shall totally exempt any factory from the necessity of maintaining first-aid appliances.

(2) Prescribed standards :—

(*a*) For factories employing 50 workers or less each first-aid box or cupboard shall contain at least—

(*i*) Printed English and vernacular instructions for the treatment of different types of injuries.

(*ii*) A sufficient number (not less than a dozen) of small sterilised dressings for injured fingers.

(*iii*) A sufficient number (not less than six) of medium sterilised dressings for injured hands or feet.

(*iv*) A sufficient number (not less than six) of large sterilised dressings for other injured parts.

(*v*) A sufficient number of sterilised burn dressings (small and large).

(*vi*) A sufficient supply of sterilised cotton wool, in ½ oz. packets.

(*vii*) A two per cent. alcoholic solution of iodine.

(*viii*) A bottle of sal volatile, having the dose and mode of administration indicated on the label.

(*ix*) Eye drops.

(*x*) A supply of suitable splints and cotton wool or other material for padding.

(*xi*) A supply of adhesive plaster.

(*xii*) A tourniquet.

(*xiii*) Six roller bandages.

(*xiv*) Three triangular bandages.

(*xv*) Safety pins.

Provided that items (*x*) to (*xv*) inclusive need not be included in the standard first-aid box or cupboard (*a*) where there is a properly equipped ambulance room, or (*b*) if at least one box containing such items and placed and maintained in accordance with the requirements of rule 67 is separately provided.

Each first-aid box or cupboard shall be distinctively marked with a white cross on a red ground.

(*b*) For factories employing more than 50 workers each first-aid box or cupboard shall contain at least—

(*i*) Printed English and vernacular instructions for the treatment of different types of injuries.

(*ii*) A sufficient number (not less than two dozens) of small sterilised dressings for injured fingers.

(*iii*) A sufficient number (not less than one dozen) of medium size sterilised dressings for injured hands or feet.

(*iv*) A sufficient number (not less than one dozen) of large sterilised dressings for other injured parts.

(*v*) A sufficient number of sterilised burn dressings (small and large).
(*vi*) A sufficient supply of sterilised cotton wool, in ½ oz. packets.
(*vii*) A two per cent. alcoholic solution of iodine.
(*viii*) A bottle of sal volatile, having the dose and mode of administration indicated on the label.
(*ix*) Eye drops.
(*x*) A supply of suitable splints and cotton wool or other material for padding
(*xi*) A supply of adhesive plaster.
(*xii*) A tourniquet.
(*xiii*) One dozen roller bandages.
(*xiv*) Half a dozen triangular bandages.
(*xv*) Safety pins.

Provided that items (*x*) to (*xv*) inclusive need not be included in the standard first-aid box or cupboard (*a*) where there is a properly equipped ambulance room, or (*b*) if at least one box containing such items and placed and maintained in accordance with the requirements of rule 67 is separately provided.

Each first-aid box or cupboard shall be distinctively marked with a white cross on a red ground.

(*c*) For factories in which owing to the nature of the manufacturing process additional materials are necessary for the treatment of injuries, such additional materials shall be maintained as the Inspector may by written order require.

(*d*) All materials for dressings contained in first-aid boxes or cupboards shall be those designated in and of a grade or quality not lower than the standard prescribed by the British Pharmaceutical Codex, 1923.

(3) Vernacular notices in Form hereto shall be affixed and maintained in every work-room, stating the nearest first-aid box or cupboard in respect of that room, also warning workers of the dangers of neglecting even small injuries and urging them to obtain proper treatment. The Form may be obtained from the Chief Inspector, Bombay, and the Senior Inspector of Factories, Ahmedabad.

(4) Arrangements shall be made to replace as soon as possible articles used from first-aid boxes or cupboards from a reserve supply.

Notice (*Form*).

It is dangerous to neglect injuries.

Without proper care, blood poisoning or infection with serious consequences may result from slight injuries, such as cuts, punctures, scratches, splinters, burns, etc.

Workmen are urged to get proper attention to all such injuries and to report at once to their immediate superiors and the First-Aid Officer.

The nearest first-aid box is in.....

LIBRARY OF THE BOMBAY BRANCH OF THE ROYAL ASIATIC SOCIETY

MO-III Bk R 54—18

BOMBAY : PRINTED AT THE GOVERNMENT CENTRAL PRESS.


00108816

Digitized with financial assistance from

Government of Maharashtra

on 01 February, 2020